

HONGKONG DEAL 'IS A TRIUMPH'

Socialism banned in 50-year pact

By DAVID ADAMSON
Diplomatic Correspondent

CHINA, the world's largest Communist nation, has agreed in the Hongkong agreement initialled in Peking yesterday to ban the socialist system and socialist policies from Hongkong until the year 2047.

In a remarkable annex elaborating on China's policies when it assumes sovereignty following the termination of the British lease in 1997, it guarantees that the colony's "previous capitalist system and life-style shall remain unchanged for 50 years."

The agreement, contained in a White Paper, is the product of two years of difficult and often wearying negotiations between Britain and a nation which traditionally has scant appreciation of the finer points of legal draftsmanship.

It is of immense importance to China's relations with the West.

The degree of success with which it is carried out will have consequences not only for the future course of those relations but for China's development.

Attached to the joint declaration on Hongkong are three annexes and two memorandums containing a mass of small print intended to soothe the anxieties of the Hong Kong Chinese.

This agreement or nothing

In addition, the White Paper contains explanatory notes on China's elaborations of its policies.

The documents were hailed with justification by British officials yesterday as a triumph. But it was also spelled out in the introduction to the White Paper that so far as Hongkong is concerned it was either this agreement or nothing.

The Chinese will not agree to amend it in the process of consultation with Hongkong's population, objectives to certain features emerge.

The alternative to acceptance would be China's unilateral promulgation of the terms on which sovereignty is transferred.

The introduction says: "The choice is therefore between reversion of Hongkong to China under agreed, legally-binding international arrangements, or reversion to China without such arrangements."

That is not a choice which Her Majesty's Government has sought to impose on the people of Hongkong. It is a choice

imposed by the facts of Hongkong's history.

In New York yesterday, Sir Geoffrey Howe, Foreign Secretary, said the agreement represented the "highest possible commitment two sovereign States can enter into."

He believed China wanted just as much as Britain to ensure a stable and prosperous Hong Kong.

The White Paper describes the document as a "good one" and commends it to the people of Hong Kong and the British Parliament, which will probably debate it in December.

The colony will be able to preserve its own legal system when it comes under Chinese sovereignty and it will have a high degree of autonomy which will enable it to administer itself and pass its own legislation. Only defence and foreign affairs will be the direct responsibility of Peking.

Her Majesty's Government are confident that the agreement provides the necessary assurance about Hong Kong's future which will allow it to remain its unique role in the world as a major trading and financial centre.

The brief history of the negotiations in the introduction to the White Paper show that Britain was obliged to make an early retreat from its first negotiating position. The Chinese rejected the idea of a continuation of British administration after 1997.

The process of consultation Continued on Back P. Col 3



The toast is Hongkong — Sir Richard Evans, the British Ambassador, celebrating with Chinese officials in Peking yesterday after the initialling of the agreement to return the British colony to China in 1997.

DEAL WILL WORK SAYS HOWE

By IAN BALL in New York

SIR GEOFFREY HOWE, Foreign Secretary, told the United Nations yesterday that the Hongkong agreement would preserve "the unique system of administration, the unique economic system, the unique capitalist system and the unique life-style" of the colony.

"You can be sure that this will work," he told some sceptical questioners at a Press conference. "It is a formal, legally-binding agreement in the interests of both sides."

The visit to the United Nations of the British Foreign Secretary gave the opportunity for some interested parties to raise questions about other colonial outposts. Was this a blueprint for solving other disputed remnants of empire—the Falklands and Gibraltar?

Sir Geoffrey suggested that anyone with a feeling knowledge of history and geography would realise that Hongkong was a unique situation.

"In the Falklands and Gibraltar we have no doubt whatever about our sovereignty," he said. "It does not depend upon a lease. It is rock solid. It is a quite different case."

Alien system

Sir Geoffrey bridled when a BBC interviewer raised with him the criticism in The Economist magazine that the deal over Hongkong was "the best of a miserable bad job."

"Far from being the best of a miserable bad job, it is, I believe, the best of a remarkably successful job," China wants this to succeed. China has worked hard to produce an agreement which will enable it to succeed. So have we. I believe it will succeed," he replied.

He was at pains to dismiss any suggestion that Britain was "handing over" the colony and "barrel" to an alien system of government, its own elected legislature and its own legal system. Residents would have the right to travel to and from the colony, as they pleased.

**POLICE HURT
AS SOCCER
FANS RIOT**

Three policemen were injured last night as 400 Chelsea and Millwall fans went on the rampage in London before the clubs' Milk Cup game.

One policeman was struck over the head, and another believed to have suffered a broken wrist during a clash outside the tube station at Elephant and Castle. A police spokesman said a number of arrests had been made.

Later there was another incident between the rival fans at Waterloo Station, where British Rail cancelled a rush-hour train which drunken fans were trying to use without tickets. Mounted police were used during the game after several officers were trapped by rioting Millwall supporters when fighting broke out after 35 minutes.

Shipyard sit-in jail warning

By JOHN WILLIAMS

FORTY protesters were given until midnight Sunday to end their occupation of a Royal Navy destroyer and a gas accommodation rig at Cammell Laird's Birkenhead shipyard, or face a month in jail for contempt, by Mr Justice Gidwell in the High Court, Manchester, yesterday.

But the workers, who have ignored two earlier orders to end the three-month sit-in over 38 compulsory redundancies at the yard, vowed last night to "stay put until we get reinstated."

In his judgment, Mr Justice Gidwell said: "If I was First Lord of the Admiralty or the Secretary for Defence, I would be very concerned about the physical security of HMS Edinburgh."

"I would be very concerned that it had proved possible for unauthorised persons to seize that vessel, gain access and retain it."

"Presumably, it contains equipment of the utmost importance, much of which might be so secret that no unauthorised person should have access to it."

The seizure of the vessels has been led by Mr Billy Albertina, 57, a Communist shop steward, one of the 40 accused, who failed to appear at yesterday's hearing and two previous hearings this month.

The judge said: "Each of these 40 will be committed to prison for contempt of court for failing to obey the orders, in each case for the term of one month."

He said the order would be suspended until midnight on Sunday to allow the men to leave.

Arrant nonsense

He went on: "In some quarters it is said that judges are opposed to the interests of workers in industry and that they cannot be trusted to understand the problems of those losing jobs and cannot give a fair hearing."

"Anyone who says that is talking arrant nonsense. What any judge has to do is to uphold the rule of law."

Referring to the Civil War in England 340 years ago, he said the fundamental issue then had been the rule of law.

The law upon which Cammell Laird relied was not some new legislation of this or some other recent Parliament. "It is basically the old common law of trespass. I have ordered the accused to cease occupying the rig and the destroyer and leave and remain out."

Fear of injuries

Earlier, Mr Charles James, representing Cammell Laird, told the judge:

"Both the under-sheriff and the police hesitate to take forcible possession of either the rig or the destroyer because they fear that there might be loss of life or risk of injury. So at this stage the plaintiffs have not gone further. The defendants have succeeded in deliberately disobeying your Lordship's order."

And last night Mr Lol Duffy, secretary of the occupation committee, warned bailiffs who might try to end the occupation of the rig: "It's 100ft to the first deck and there's three above that. As the ymove we'll take away the ladders. We'll seal off the watertight doors. They'll either have to

S. AFRICA FREES 5 DETAINEES

By A. J. McILROY
in Johannesburg

THE South African Government yesterday freed five prominent anti-apartheid leaders from detention without trial — a move interpreted by Western diplomats as a significant softening of the republic's stand in the diplomatic row with Britain.

Like the six fugitives in the British Consulate in Durban, the five had been detained under the Internal Security Act.

The decision to let them go was described as "highly significant" by one Western diplomat last night. Others pointed out that the five had been detained in the same circumstances as the consulate six.

In a further surprising move the government said it was lifting a banning order on the Rev. Beyers Naude, 68, former director of the South African Council of Churches, who achieved worldwide publicity for his anti-apartheid campaign. He has been officially silenced since 1977.

The decision to silence him was for a period of five years. It meant he could meet only one other person at a time, was forbidden from attending church services and from preaching.

When the original order expired in 1982 it was renewed in slightly modified terms for a further three years.

Last night Mr Naude left his home in Johannesburg for a celebration party with close friends. He said: "I am totally surprised by the decision and I Continued on Back P. Col 5

£ RECOVERS AGAINST THE DOLLAR

By Our Financial Correspondent

Currencies staged a late rally against the dollar on the foreign exchanges yesterday, helped by intervention by unspecified central banks and rumours of interest rate cuts in America.

At the close of business in London the pound had risen nearly 1 cent on balance at \$1.9425, regaining roughly two-thirds the losses suffered in the morning.

British Government stocks ended with gains of up to 21. The Financial Times 30 share index closed 1.0 down on balance at 869.0.

Today's Weather

GENERAL SITUATION: Pressure low to W. of Ireland with troughs moving N.E. across Britain.

LONDON, S.E. E. ENGLAND, E. ANGLES: Spells of rain. Wind S. Light or moderate. Max. 66F (19C).

CEN. S. SW. N.W. ENGLAND, CHANNEL IS. WALES: Drizzle at times, coastal fog patches. Wind S. Light or moderate or fresh. 64F (18C).

MIDLANDS, N.E. ENGLAND, S.E. SCOTLAND: Occasional rain. Perhaps bright intervals. Wind S. moderate. 66F (19C).

N. IRELAND: Sunny intervals, rain later. Wind S. backing to moderate. 61F (16C).

S. NORTH SEA: Wind S.W. force 4. Sea slight.

STRAIT OF DOVER: S.W. 4 or 5. Slight or moderate.

ENG. CH. (E.): S.W. 4 or 5, occasionally 6-7. Moderate occasionally rough.

IRISH SEA: S. 5 or 6. Moderate or rough.

OUTLOOK: Showers, sunny spells. Weather Maps—P24

HUMIDITY FORECAST (Fri.)

London 70-80 70-80 90-90

Birmingham 70-80 70-80 90-90

Manchester 70-80 70-80 90-90

Newcastle 70-80 70-80 90-90

Yesterday's figures in brackets.

Half London's muggings done by blacks

By T. A. SANDROCK Crime Correspondent

BLACK criminals were responsible for more than half the muggings and street robberies in London last year, according to Home Office figures published yesterday.

The report calls their involvement "disproportionately large" to their share of the capital's population, estimated at some five per cent.

The statistics are based on victims' descriptions of attackers, and their general accuracy is confirmed by arrest and prosecution figures.

Muggings last year by non-whites in the Metropolitan Police area were 59 per cent of the total; snatches from the person — i.e. non-violent — were 57 per cent; other robberies 41 per cent; robbery and violent theft 53 per cent; and assaults 17 per cent.

Figures for white offenders were 20 per cent, 19 per cent, 39 per cent, 25 per cent and 46 per cent respectively.

The remainder have not been classified because victims could not provide accurate ethnic origins of offenders.

Overall totals were: Muggings 7,125; snatches 6,031; other robberies 4,914; robbery and violent theft 18,347; assaults 18,261.

Many Asian victims

Totals were slightly down on 1982, with the exception of muggings by whites, which were the same.

A disproportionately large percentage of Asians were the victims of robbery and violent theft.

The statistics have been produced to update a bulletin issued in November last year which covered the years 1977-1982.

The report says ethnic distribution of victims and offenders has changed relatively little.

For this reason, and this reason alone — the Home Office said last night, updates will in future only be published every three or four years.

**DEFICIT AGREED
ON CAPITOL HILL**

By Our Washington Staff

Negotiators for the Senate and the House of Representatives have reached a compromise on a budget spending plan for America's fiscal year, beginning Monday, which allows for a \$181 billion (£146 billion) deficit.

This deficit, about \$7 billion (£5.64 billion) bigger than the figure for the current financial year, largely stems from President Reagan's tax cuts.

City Report—P21

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CONDEMN PITS THUGS, BRITTAN ASKS KINNOCK

By JAMES WIGHTMAN Political Correspondent

MR BRITTAN, Home Secretary, called last night for Mr Kinnock and Mr Scargill, to do more to stop violence on the miners' picket-lines and intimidation in the coalfields.

He recalled that at the TUC conference Mr Scargill had "showed that he could control his supporters when he wanted to, when he stopped violence outside the hall at Brighton in order not to lose support inside it."

Noting that Mr Kinnock and Mr Scargill had met for what was described as a constructive meeting on Tuesday, Mr Brittan told a Conservative meeting in Chichester:

"Since that TUC conference Mr Scargill has done nothing to stop the violence in the coalfields which Mr Kinnock condemns. Indeed, it has got worse, and reached new depths in the recent appalling scenes at Maltby."

Since Mr Kinnock spoke at Brighton against the violence, "scores of policemen have been injured and innocent families of working miners have been subject to continual intimidation."

Routine meeting

"Faced with a situation in which his much-praised condemnation of violence has had no effect whatsoever, what is Mr Kinnock doing simply having a 'routine' meeting with Mr Scargill?"

"Has he demanded that Mr Scargill should stop the mass

picketing and the violence inevitably involved in it?"

"Has he threatened to withdraw all Labour support from the NUM leadership if violence does not cease forthwith?"

"If not, and Mr Kinnock goes to the Labour party conference having done no more than hold a 'routine' meeting with Mr Scargill, he will show that his denunciation of violence was no more than a ritual incantation."

'Orchestrating warfare'

Mr Steel, the Liberal leader, said in a statement yesterday: "The level of violence exhibited by the mass pickets has got worse."

"Yet we still have to hear one word of condemnation from Mr Scargill, who, it must be assumed, is behind these extreme picketing tactics, and orchestrating the open warfare. It would be craven indeed if the leader of the Labour party, for the sake of peace and quiet at his conference next week, were to do a shady deal with Arthur Scargill that he will not condemn the pickets' violence if Mr Scargill and his bully-boys do not condemn the police."

1,011 men working in North Derbyshire

By JAMES O'BRIEN

THE return to work of striking miners in North Derbyshire is gaining impetus, and yesterday 1,011 men had gone into the pits over a 24-hour period.

There are miners working at eight of the nine collieries in the area. The latest 24-hour figure for the region, which has 10,000 miners, is 106 more than last Monday and 51 higher than two days ago.

At the beginning of June, 247 NUM members were crossing picket lines in North Derbyshire.

Forty-four pits were again working nationally, said the NCB. Nine were in partial production, 20 have men at work but were not producing, and 100 were on strike or picketed-out. One working pit was on holiday. Other attendances were:

Western Area (including Staffs and Lancs) 5,232 day shift, 28

up on previous day. The 24-hr attendance was a record 8,564, equal to 59 per cent of normal attendances.

Scotland: 287 at 10 pits out of 11 in the area. A total of 174 at Bilton Glen, two more than on Tuesday.

Kent: Tiltmanstone 25, Betteshanger 5.

South Yorkshire pits 15, Doncaster area 10. At Maltby, seven miners' contractors, members of NUM, went into work, passing 10 pickets.

North Yorks: Two at Gascoigne Wood in the Selby field.

North East: Wearmouth 17, Eastington and Whitburn, one man.

Tower occupation

At Kellingley in the Board's North Yorks area, about 150 striking miners went into the pit premises during the night and occupied the two winding towers and part of the coal preparation plant. They left after being persuaded by management. Several were arrested.

A legal move planned for today to obtain judgment against the NUM and the Yorkshire area NUM in default of defence—which would make any order granted permanent rather than temporary—looks likely to be upstaged.

Lawyers for the two miners said solicitors acting for both unions had served written defences on them yesterday afternoon.

Although the defences were technically too late under High Court rules to stop tomorrow's move for a "default" judgment, the unions will have the right to appear before the judge to seek an order allowing them to submit defences "out of time."

If the judge agrees to this it could mean that the full trial of the action will be adjourned until a later date. That would not prevent the judge making the orders sought, but they would only be on an interim basis.

He has asked the board and London Brick to join the department in examining the options in detail.



Back-to-work plan by two in court case

TWO miners, who have taken their union to court in an attempt to force a national strike ballot, plan to lead a return-to-work on Monday if they win their case.

Mr Ken Foulstone, 45, said yesterday that he and Mr Bob Taylor, 33, both faceworkers at Manton colliery, Workson, Nottinghamshire, would go back to work if Mr Justice Nicholas, in a judgment expected tomorrow, grants an order outlawing the strike.

The two have not worked since the strike started almost 29 weeks ago.

Neither the NUM nor the Yorkshire Area NUM, which covers Manton has so far been represented at the High Court hearing, but yesterday the unions made a last-minute attempt to submit defences.

Mr Foulstone said the court order he and Mr Taylor were seeking would make hitherto official pickets unofficial and he would have no hesitation in crossing them. "There are a lot of chaps waiting to see what happens in this case," he added.

The two pitmen are seeking an order for a national ballot and injunctions banning the union from describing the strike as official and from disciplining non-strikers.

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Mrs Thatcher talking yesterday to policemen who prevented striking miners from disrupting her tour of York where she visited police headquarters and the Minster. At the National Railway Museum she waved a green flag to signal the arrival of a replica of Stephenson's Rocket and then climbed aboard to chat to the driver, Mr John Selewood.

Thatcher praise for picket line Pcs

By GEORGE TURNBULL

MRS THATCHER yesterday admitted that the Government had not expected the miners to strike, but gave a blunt warning to Mr Scargill that it would not intervene or compromise to end the seven-month-old dispute.

The Prime Minister was talking with picket line police only hours after they had clashed with miners at a North Yorkshire colliery.

She said she was "disappointed" the strike had not ended already. "Because they have had the best offer the miners have ever had from any Government."

"We set out to give them such a good offer on working conditions, pay and voluntary redundancies. It was such a good offer that we thought they could not possibly be any cause for a strike."

There were redundancy payments of £20,000 and pensions of more than £70 a week. "Most of the taxpayers will never have such a good offer made to them. We hoped that we should not have a strike because of that offer."

Thanks for police

Later, when she was asked at a Press conference whether it was time for a compromise settlement, Mrs Thatcher said: "You can never compromise on the right of management to manage. That you can never do in any industry."

The Prime Minister, who was on a tour of York, sipped a cup of black coffee at police headquarters and chatted with officers who earlier had clashed with hundreds of pickets at Kellingley Colliery and made 41 arrests.

She told them: "We are extremely grateful for what you have done and so are the overwhelming majority of the British public. Thank you very much. We know you are marvellous and doing an absolutely fundamental job. We want to stress our thanks to you."

But Mrs Thatcher was also determined to get a message across to the striking miners.

POLICE TO GET 5.4pc PAY RISE

By JOHN WEEKS

Scotland Yard Staff

POLICE up to and including the rank of chief inspector will get a 5.4 per cent rise, back-dated to Sept. 1, in a deal concluded yesterday.

There will be no pay rise for probationer policemen—those in the first two years of their service. The rise will cost about £2.6 million to be added to the total yearly police bill of £2.3 billion.

Last month the Police Federation rejected a 3.3 per cent offer from the official side of the Police Negotiating Board. Both sides then appeared before a conciliator, Prof. Lawrence Hunter of Glasgow University, the independent vice-chairman of the board.

The new deal links police earnings to underlying trends in the index of average earnings rather than the actual movement which can be affected by strikes or the delays in pay settlement of various groups.

Constables protest

The constables' section of the Federation has already protested to its joint central committee about the lack of rise for probationers, but was out-voted by the sergeants, inspectors and chief inspectors on the committee.

A protest is also being made by Mr Brittan, Home Secretary. Examples of the new pay scales for provincial officers are:

constables after two years' service, increasing from £5,010 to £5,442; after 15 years, £10,630 to £11,185; sergeants on appointment, £10,155 to £10,704; after four years, £11,652 to £12,282; inspectors on appointment, £11,652 to £12,282; after four years, £13,250 to £13,944; chief inspectors on appointment, £13,250 to £13,944; after four years, £14,718 to £15,513.

London policemen up to and including chief inspectors also get a London Allowance of £1,011, now under negotiation.

MOBILE CELL STONED

Nine pickets were arrested after a mobile police cell block was stoned outside Oulton Colliery, late on Tuesday. Nottinghamshire police said yesterday. The "cell" suffered only minor damage.

PIT IS 'WHITE ELEPHANT' AWARD WINNER

The Selsdon Group, the free enterprise pressure group inside the Tory party, has given its annual "white elephant award" to Mr McGregor, chairman of the National Coal Board, "in recognition of the disastrous record of loss-making" of Snowdown colliery, Kent.

The award is given to public sector projects and activities regarded as outstanding examples of the waste of public money.

An operating loss of £8,700,000 at the pit is contained in the NCB's financial results for 1982-83. This is equivalent to a loss of £88-50 a tonne of coal produced.

Councils spared clampdown on capital spending

By JOHN GRIGSBY Local Government Correspondent

THERE will be no moratorium on local council capital spending this year, Mr Jenkin, Environment Secretary, said yesterday. His announcement was greeted with strictly-modified relief by both local authorities and the construction industry.

They feared that a high level of spending over cash limits could mean an immediate clamp-down on new commitments.

Mr Jenkin has won a battle with the Treasury, which has been pressing since the summer for a moratorium on new contracts.

But he gave a clear warning to the Labour-controlled councils, which ignored his request for voluntary restraint in July, that he would look at their records when drawing up the allocations governing how much they could spend in the financial year beginning in April.

He said yesterday that he had to consider in the light of returns from local councils on their latest intentions whether to institute an immediate freeze on the letting of new contracts.

Officials believe that the July appeal has cut the range of the allocations governing how much councils can spend in the financial year to about £2,000 million above it.

Mr Jenkin appealed to all councils to raise as much as they could from the sale of capital assets this year. "There is scope for increasing receipts and thus reducing overspending."

Sale of capital

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Go-ahead for coal tips

By Our Local Government Correspondent

THE Government has told Leicestershire Council and the National Coal Board that all the colliery spoil from the new pit at Ashfordby, in the Vale of Belvoir, cannot be removed "without imposing unacceptable costs on the board or the taxpayer."

This means that the board is stilled to go ahead with local planning through the planning permission it obtained from the council.

But Mr Macfarlane, Environment Under-Secretary, announced that he was looking at the possibility of a partnership agreement between the Environment Department, the NCB and London Brick to enable a limited amount of spoil from the mine to be moved by rail to reclaim old clay workings near Bedford or Peterborough.

He has asked the board and London Brick to join the department in examining the options in detail.

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He has asked the board and London Brick to join the department in examining the options in detail.

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QUANDARY OVER £200,000 SURETY BY S. AFRICANS

By TERENCE SHAW Legal Correspondent

ANY application by South African embassy officials for recovery of £200,000 deposited as security for its four nationals released on bail last May, and for relief from payment of a further £200,000 in sureties, is likely to get short shrift in an English court.

The diplomatic "tit-for-tat" over the refusal by Britain to order the removal of six anti-apartheid leaders from its consulate in Durban would clearly not be matters that magistrates or a judge could properly

4 BRITONS STILL FACE HEARING

By R. Barry O'Brien
THE refusal by South Africa to return the four men smuggling charges will not stop the case being heard in court, the Customs and Excise said yesterday.

Proceedings against four British businessmen facing similar charges in the same case are to go ahead at Coventry next month.

They are charged, like the South Africans, with illegally exporting military equipment components to South Africa in breach of an arms embargo.

The case is being brought by the Customs and Excise under Section 170 of the Customs and Excise Management Act, 1979, which makes it an offence to attempt to evade an export prohibition or restriction.

All eight were arrested by Customs officers in March.

The four Britons are: Derek Wilfred Salt, 59, of Westcliff Drive, Coventry, managing director of D. W. Salt (Engineering), tool manufacturers, of Coventry, charged with being concerned with the export of a quantity of coolers on Sept. 6, 1982.

Radar power

Michael Gardiner, 55, of Coly House, Colyford, Devon, chairman of D. W. Salt (Engineering) and a director of Fossey Way Securities, of Seaton, Devon, charged with exporting a quantity of magnetrons.

Michael Swann, 33, of Medrith, Royston, Herts, export buyer, charged with exporting magnetrons.

Henry Coles, 62, of Manor Park, Bath, charged with exporting equipment for use in Buccaneer fighter aircraft.

The Customs said yesterday the charges concerned the export of electronic and other components with military applications. Magnetrons are a source of power in radar systems.

The four South Africans were all arrested in central London on March 29.

An embargo on military supplies to South Africa has been in force in Britain since 1974, when Britain became a party to a United Nations declaration calling for a prohibition.

Prohibited equipment and goods are specified on lists of items for which export licences are not to be given.

Canberra inquiry into conduct of judge

By DENIS WARNER in Melbourne

A SECOND Federal inquiry is to be held into the conduct of Mr Justice John Foord, a New South Wales District Court judge, following a lower court case involving Morgan Ryan, a Sydney solicitor.

600 SPIES 'IDENTIFIED' BY PETROVS

By DENNIS WARNER in Melbourne

THE defection of Vladimir and Evdokia Petrov in 1954 resulted in more than 600 Russian agents in Europe and Australia being identified according to the former Deputy Director of the Australian Security Intelligence Organisation.

Mr Ron Richards, who lived for two years with the Petrovs in a series of safe houses in Sydney, said they were high-ranking spies, and that he was able to get from them, during the two years, information that was of vital interest to Australia and other countries.

"Later, we concentrated on what the Petrovs knew about operations in other countries."

Different version

According to Mr Richards, Petrov said he was one of the organisers of the escape route for Guy Burgess and Donald Maclean.

A different version of Petrov's role was published yesterday in the BULLETIN, Australia's most widely-read current affairs magazine.

In a long article, Mr Rupert Lockwood, a former Communist and author of the notorious Document J exhibit in the Royal Commission into Soviet Espionage, said that Petrov was a decoy to divert attention from Kim Philby, Anthony Blunt, Roger Hollis and other Russian agents who had penetrated M15.

take into account in reaching a decision.

When conditions of bail of the four defendants were varied by Mr Justice Leonard in the High Court last May, he ordered that a security of £50,000 each should be deposited at a Coventry magistrates court.

A further condition of bail was that Mr Andre Pelser should agree to waive his diplomatic immunity and stand surety in the sum of £50,000 each for the four men.

If they now fail to appear at the return date of Oct. 22 at Coventry magistrates court when committal proceedings are due to begin, the magistrates could order forfeiture of the £200,000 already deposited and the £200,000 in sureties.

Serious attitude

Courts tend to take a serious attitude to failure to comply with bail and surety conditions and the burden of satisfying the court that the full amount of the recognizance should not be forfeited is a heavy one.

While there would be no problem over forfeiture of the money already deposited with the court, it is doubtful whether courts would have any power to enforce forfeiture of the surety money if Mr Pelser seeks to renege on his waiver of diplomatic immunity or is no longer in the jurisdiction.

When the current bail conditions were set last May, counsel for the four defendants gave undertakings to the judge that should it be necessary the South African Government would implement provisions of its Extradition Act to order their return from South Africa.

Mr Pelser was also required on behalf of the South African Government to issue them with passports solely for the purposes of travelling to and from South Africa and to undertake that they boarded the return flight when due to appear again in court in England.

PLEA FOR STOLEN CANCER TAPES

Research work into fighting cancer recorded on computer tapes stolen from the Medical Research Council's offices at Llandough Hospital, near Cardiff.

Detectives were investigating the break-in yesterday as council officials appealed for the return of a computer and discs worth about £5,000. "Research work will be very difficult to replace if the equipment is not found," said Dr Bob Brown, of the hospital's cell biology unit.



WRAF Cpl Patricia Purcell, 26, the first woman to wear the coveted badge of a bomb disposal expert, pictured at the armament support unit at RAF Wittering, near Peterborough, yesterday. She will help to de-fuse old wartime bombs and deal with terrorist devices and suspicious packages.

PICTURE: SRDIA DIJUKANOVIC

Girl, two, and mother shot by neighbour

A TWO-YEAR-OLD girl was blinded in one eye when she and her mother were shot by a neighbour who broke into their house at Chatham, Kent.

The gunman, Rod Davie, 46, later shot himself after a seven hour police siege of his home.

Davie is believed to have had a row with his wife, who fled from their house in Marlowne Close. While chasing her he burst into the home of Mrs Cheryl Woodward, 29, and her daughter Jodie.

Either by mistake or in a blind rage he then shot the pair before running back to his house across the road. His body was later found with a shotgun beside it.

Mrs Woodward and her daughter were taken to Medway Accident Centre, Chatham, after the shooting on Tuesday.

Brain damage fear

After an operation on the girl a hospital spokesman said: "Plastic surgeons have reconstructed as much of her face as possible and she is much better this morning. However, we suspect some brain damage as there are a number of pellets inside the skull."

"The injury has caused difficulties with her breathing and a tube has been placed into her windpipe to help her. While she is not out of danger, her condition has slightly improved."

Her mother, who was injured to the right shoulder and the neck, had an operation to remove pellets and was said to be "making good progress."

Police were yesterday investigating reports that the dead man was due to be admitted to a mental hospital, but that a psychiatrist had refused to sign orders for his admission.

A police spokesman said: "A full report on his mental health is being submitted to the coroner."

EXPRESS—CRASH DRIVER ACCUSED

The driver of the overnight Aberdeen-to-London express which was derailed at Morpeth, Northumberland, on June 24, injuring 38 people, is to appear in court there on Oct. 26.

Peter Allen, 58, of Station House, North Berwick, who was among the injured, faces two charges brought by British Rail against the Person Act, and the 1842 Railways Regulations, police under the 1981 Offences alleging excessive speed.

BURGLAR ALARM GRANTS URGED

The Government should place greater emphasis on crime prevention, according to a report by the Centre for Policy Studies, the Tory research group.

The report, "Criminal Waste," suggests grants to home owners to encourage installation of burglar alarms and other security devices.

GRANDMOTHER MURDER CHARGE

A man was charged yesterday with murdering his grandmother, Mrs Elizabeth Harwood, 86, who was found dead at her home in Preston, on Tuesday. Gerard Harwood, 35, of Fishergate Hill, Preston, was remanded in custody for a week by the town's magistrates.

MEAT 'POISONED'

Meat worth thousands of pounds was destroyed by a West Midlands slaughterhouse yesterday after animal rights protesters claimed that a "lethal dose" of paraquat had been injected into a carcass at Barratts and Baird of West Bromwich.

'Disgust' at shooting of stag in town

THE League Against Cruel Sports yesterday urged all local authorities to ban hunting within their boundaries following an incident in which a stag was chased through a town and shot beside a supermarket.

And police were urged to take tough action to prevent any repetition of the "disgraceful scene" at South Molton, North Devon, on Tuesday.

Police have launched an investigation after startled shoppers saw followers of the Devon and Somerset Stagbonds pursue the animal through the market town and corner it in a yard behind the Co-op store, where it was shot.

Mr Rex Pearce, the Mayor of South Molton, and the town council have condemned the killing.

"It was a savage and barbaric act. The whole town feels absolute disgust at the whole unnecessary incident," said Mr Pearce.

"It caused a lot of distress because so many people saw it happen."

'Absolutely terrified'

The Co-op manageress, Elaine Bindine, said: "The stag was cornered and was trying to escape. It tried to get over the wall and looked absolutely terrified."

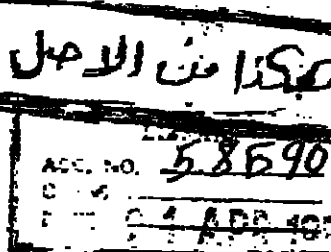
"Then a fellow turned up and shot the stag in front of me with what looked like a 12-bore shotgun. I was stunned."

Mr Alan Maxwell, South West regional manager of Co-operative Retail Services, commented: "We very much regret the incident and it was very upsetting to the staff. We are also concerned about firearms being discharged on our premises."

Broken shoulder

The joint master of the Devon and Somerset Stagbonds, Mrs Norah Harding, said the stag had a broken shoulder and "there was nothing we could do except shoot it."

She denied that the stag had been chased into the town.



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BASQUES RIOT AS ETA SUSPECTS ARE EXTRADITED

By TIM BROWN in San Sebastian

MOBs terrorised small businesses, shops and banks in the Basque country yesterday to force them to obey a general strike call in protest at the French decision to extradite three top terrorists wanted by Spain.

Police using spotter helicopters sent units into action, baton-charging demonstrators and rioters, and firing rubber bullets and smoke bombs.

FRANCE AIDS YOUNG JOBLESS

By MICHAEL FIELD in Paris

THE French Cabinet disclosed its plans yesterday to fight youth unemployment.

The new measures will provide training jobs for 200,000 more young people and professional courses for a further 100,000 in a framework designed to benefit the whole of the active population and improve the competitiveness of the French economy.

The measures came soon after the Organisation for Economic Co-operation and Development said that more than 13,000,000 people in Western Europe were jobless, and that by the end of next year there would be 20,000,000.

Special powers
Special powers are to be given to the French Labour Minister, and in addition to 500,000 new training vacancies for school-leavers, 60,000 more young people will have extra training at school, and 50,000 apprenticeships will be created. Young jobless people will be offered local employment at £116 a month for a 20-hour week.

There is also to be a "great leap forward" in adult training facilities for workers adversely affected by industrial change.

Violence erupted on both sides of the frontier.

The three terrorists were flown to Madrid last night hours after the French Council of State rejected final appeals against extradition.

A military aircraft landed them at the Spanish Air Force base at Getafe, near Madrid. There they were taken under heavy guard to the hospital wing of the Carabanchel Prison as all three have been on a hunger strike for a month.

Nine murders

The three are: CARLOS RAMIREZ, 27, wanted for the murder of four Civil Guards in September 1980; FRANCISCO GILBERTO, 29, alleged head of a terrorist squad that killed two Civil Guards in May 1980; and JOSE BEIZREGUI, 25, accused of killing three people six years ago.

Exile in Togo
Four other ETA members held in France have been sent into exile in Togo, West Africa.

Yesterday the whole Basque country was preparing for an increase in violence as police and demonstrators clashed in numerous parts of the region. Fighting was particularly violent in San Sebastian and Pamplona.

Meanwhile French lorry drivers added to an explosive situation by blocking the three main frontier posts at Hendaye, Behobia and Irun. More than 1,000 vehicles were involved in demands for police convoy protection in Spain.



Police in Bilbao making an arrest during a demonstration by striking Basque workers yesterday in protest against the extradition by France of three alleged terrorists wanted by Spain on murder charges.

Army nearer to Alfonsin challenge

By Our Buenos Aires Correspondent

ARGININA'S chances of confrontation with its armed forces were stepped up on Tuesday when the highest military court in the country said it had insufficient evidence to try nine former junta members.

Shortly after taking office last December, President Raul Alfonsin ordered the Supreme Council of the Armed Forces to court martial the first three of the four military juntas that ruled Argentina between 1976 and 1983 for the abduction, torture and disappearance of

about 10,000 people in anti-terrorist campaigns.

The military tribunal told a Federal Appeal Court there was nothing objectionable in decrees authorising campaigns against subversion in the 1970s. The former C-13s were only "indirectly responsible" for failing to control their subordinates.

In a lengthy report to the civilian court, the nine-member tribunal said it could not reach a verdict by the Oct. 11 deadline "because of lack of time and proper evidence."

Under a reform of the military Code of Justice, passed by the newly elected government, the Federal Appeals Court is to decide whether the council released.

should be given a further extension to reach a verdict, or whether the cases should now pass on to civilian courts.

The Supreme Council obtained its last three-month extension in July.

In its lengthy statement on Tuesday, the Supreme Council said its evidence accumulated in nine months of investigations was insufficient to prove that the military leaders had deliberately violated human rights.

After giving testimony, both former President Jorge Videla, Army Commander-in-Chief and Commander Emilio Massera, of the Navy were placed under arrest. Orlando Agosti, the former Air Force chief, was released briefly and then

MOSCOW CHIDED BY HOWE

By IAN BALL in New York

SIR GEOFFREY HOWE, Foreign Secretary, chided the Russians yesterday for being "unable to take yes for an answer" in getting talks started on crucial East-West issues.

Delivering Britain's general policy statement to the United Nations General Assembly, Sir Geoffrey gave as an example the Kremlin's behaviour over the question of arms control in space.

The Soviet Government, he said, had proposed in June that talks begin in Vienna in September. "They asked for a prompt response. The Americans gave a constructive and serious response. But so far the Russians seem to have been unable to take yes for an answer."

Similarly, on the broader issues of nuclear arms control and reduction, the United States had offered to resume these talks anywhere at any time without pre-conditions.

"The whole world would applaud a positive Soviet response," said Sir Geoffrey.

He suggested that the Hong Kong agreement initiated in Peking only a few hours earlier could serve as an object lesson in the solution of problems.

"The agreement itself, and perhaps even more the process by which it was achieved, are useful to the world in which we are living. It shows that seemingly intractable problems are indeed susceptible to resolution."

Sir Geoffrey added: "None of the disputes and disagreements before us is of its essence insoluble. In many cases we can already envisage the outline of a solution."

The missing will
"In almost every case what is needed and what is missing is political will." At first negotiators should pursue, if necessary, limited but attainable objectives.

Sir Geoffrey began his speech sounding more like a Chancellor of the Exchequer than a Foreign Secretary. Discussing the high international interest rates were causing to Third World economies, he had both a bouquet and a brickbat for the United States.

The American economy has shown a certain point at which it can be created in a society that is open and willing to face the need for change. But the current size of the American budget deficit, and the high interest rates that go with it, still pose a threat to world recovery.

"Lower world interest rates would benefit us all. They would ease the burden of debt repayment. That in turn would increase their imports. And a general increase in trade is in everybody's interest."

Opportunity missed
On the Falklands Sir Geoffrey said that the British Government attached great importance to improving its relations with Argentina.

But the collapse of the recent talks in Buenos Aires over the Falklands was a missed opportunity. "Another opportunity missed," he said, "was when the new Argentine leader addressed the United Nations General Assembly."

"I think many people will have been disappointed, as I was, that President Alfonsin presented the same position once again explicitly as a precondition for any talks between us," Sir Geoffrey said.

BRITAIN TO LOOK AT MINE PARTS
By Our Defence Staff
The instruments taken out of a mine found in the Gulf of Suez by British minehunters are being flown to Britain for closer examination, according to Western diplomatic sources in Cairo.

The instrumentation part of the mine, which was found about two weeks ago, could provide clues to the origin of the device and, possibly, who was responsible for the Red Sea explosions that have damaged at least 19 ships since July 9.

ATLANTIC ESCAPE
Five adults and a child braved the Atlantic for 108 days in a small trawler to escape from Angola, Portugal. They are Senhor Mario Ramon Ferreira, 53, the craft's Portuguese owner, who did not want to be forced into a co-operative, his Angolan wife and four-year-old daughter, and three Angolan crew. The Angolans have asked Portugal for asylum.—UPI.

CZECH FLOODS
Floods have forced dozens of families from their homes, cut power supplies, and inundated thousands of acres of farmland in central Czechoslovakia.—Reuters.

300-MILE ROOF RIDE
Hiroshi Ogawa, 41, a construction worker, was so anxious to reach his job that he jumped on to the roof of an overnight express and clung there for more than six hours as the train sped almost 300 miles from Niigata on the Japan Sea coast to Osaka. He was detained by police for several hours and then let go after a reprimand.—A.P.

PLANE SHOT DOWN
A Soviet military Antonov transport plane was shot down with a rocket by anti-Communist guerrillas in the Logar valley, Afghanistan, last weekend, killing 30 to 50 people, according to a Western diplomatic report in New Delhi.

West's offices at risk' in Beirut
By JOHN BULLOCK in Beirut
SECURITY was stepped up in Beirut again yesterday as rumours of new attacks similar to the bombing of American offices swept the Lebanese capital.

The French and German Embassies were particularly singled out, but one official said: "All Western institutions appear to be at risk."

Problems 'buried'
As security men took new precautions, the country's leaders continued a 10-day-old ceasefire at Beirut home town of President Amin Gemayel, intended to hammer out a new power-sharing formula between Christian and Moslem communities.

In their discussions the Ministers have so far been able only to agree to refer problems to committees. "And that means burying them," said Mr Walid Jumblatt, the Druze leader.

Mr Jumblatt himself has said he will not allow the Lebanese Army to be deployed in the Chouf mountain area his men control until political problems are settled.

The main political question is whether to increase the 99-member Lebanese Parliament by 20 or 40 seats. As it would be impossible to hold elections, new Deputies would have to be appointed, and all groups fear they would suffer as a result.

But in all the discussions the main issue in Lebanon has been avoided. Israel still controls all the south of the country, and Syria the north and east, leaving the Government responsible only for a small area around Beirut.

Yesterday the south was practically cut off as Israel closed the Awali river bridge on the main coastal highway. Israel was also refusing to allow any Beirut-based correspondents into the area it controls.

The Beirut Daily Star said in an editorial: "If things go in Damascus and Jerusalem,

Reagan cites Hitler lesson to back arms build-up

By FRANK TAYLOR in Bowling Green, Ohio

THE world should not forget the "central lesson" that the 1939-45 war might not have happened if the European Allies had stood up more strongly to Hitler, President Reagan said yesterday.

He was defending his policy of building up America's military might in a speech to the Bowling Green State University in Ohio.

Mr Reagan suggested that the allies did not make clear enough their "strength and resolve."

"If only they would have shown Germany early on that they would pay any price and bear any burden to ensure the survival of their liberties, then Britain might not have known the Blitz and Dresden might not have known the flames."

As he has done so often in his election campaign, Mr Reagan turned to a Democrat to illustrate his point — John Kennedy's statement that "the primary purpose of our arms is peace, not war."

Ready for talks
But with tomorrow's talks at the White House with Mr Gromyko, the Kremlin's Foreign Minister, obviously in mind, Mr Reagan stressed that his policy of military preparedness did not mean that America was not ready for wide-ranging talks with Moscow.

"We are prepared to negotiate on nuclear arms reduction tomorrow if the Russians so choose," he said. "It is still possible to reach agreement."

But he coupled this olive branch with a warning. "We must be strong enough and confident enough to be patient when provoked, but past a certain point our adversaries push us at their peril."

"Uncle Sam is a friendly old man, but he has a spine of steel," said Mr Reagan.

Aggressive intentions
The President said he would go into the talks with Mr Gromyko with the intention of "opening up a dialogue about the suspicions between our two countries."

The Russians, he said, charged that America intended war while "we feel they have aggressive intentions against us."

It is time for us to sit down together and recognise our joint responsibilities," he said.

THREE-HOUR TALKS
"New beginning" hopes
RICHARD BRESNAN in New York reports: The meeting yesterday in New York between Mr Gromyko and Mr Shultz, Secretary of State, lasted nearly three hours.

Afterwards Mr Shultz said they had "a comprehensive and broad conversation."

Mr Gromyko said: "We have discussed many questions," but said he would answer no questions because he would be meeting President Reagan tomorrow.

Despite Moscow's initial unfriendly response to President Reagan's conciliatory speech to the United Nations on Monday, officials hoped yesterday the meeting might mark the "new beginning" which Mr Reagan called for in Soviet-American relations.

The atmosphere when the talks began yesterday at the United Nations was described as informal and casual.

Cash for guerrillas
The World Council of Churches has granted \$200,000 (£165,132) this year to three black movements fighting South African white rule. The South West Africa People's Organisation received half that figure from the Council's special fund to combat racism. The rest went to the African National Congress and the Pan Africanist Congress.

Plane shot down
A Soviet military Antonov transport plane was shot down with a rocket by anti-Communist guerrillas in the Logar valley, Afghanistan, last weekend, killing 30 to 50 people, according to a Western diplomatic report in New Delhi.

'Cover-up' claim
"What looks like an advance cover-up is being put in place by the Israeli since they announced their intention of leaving southern Lebanon. It indicates they do not anticipate a trouble-free evacuation of the region."

There have been daily attacks on Israeli troops in southern Lebanon over the past week, and some Lebanese officials saw the Israeli moves as reaction to these incidents.

"They are putting into practice a collective punishment," these officials claimed.

An indirect agreement by which Israeli troops would be replaced by an expanded United Nations force is being canvassed by American talks in an editorial: "If things go in Damascus and Jerusalem,

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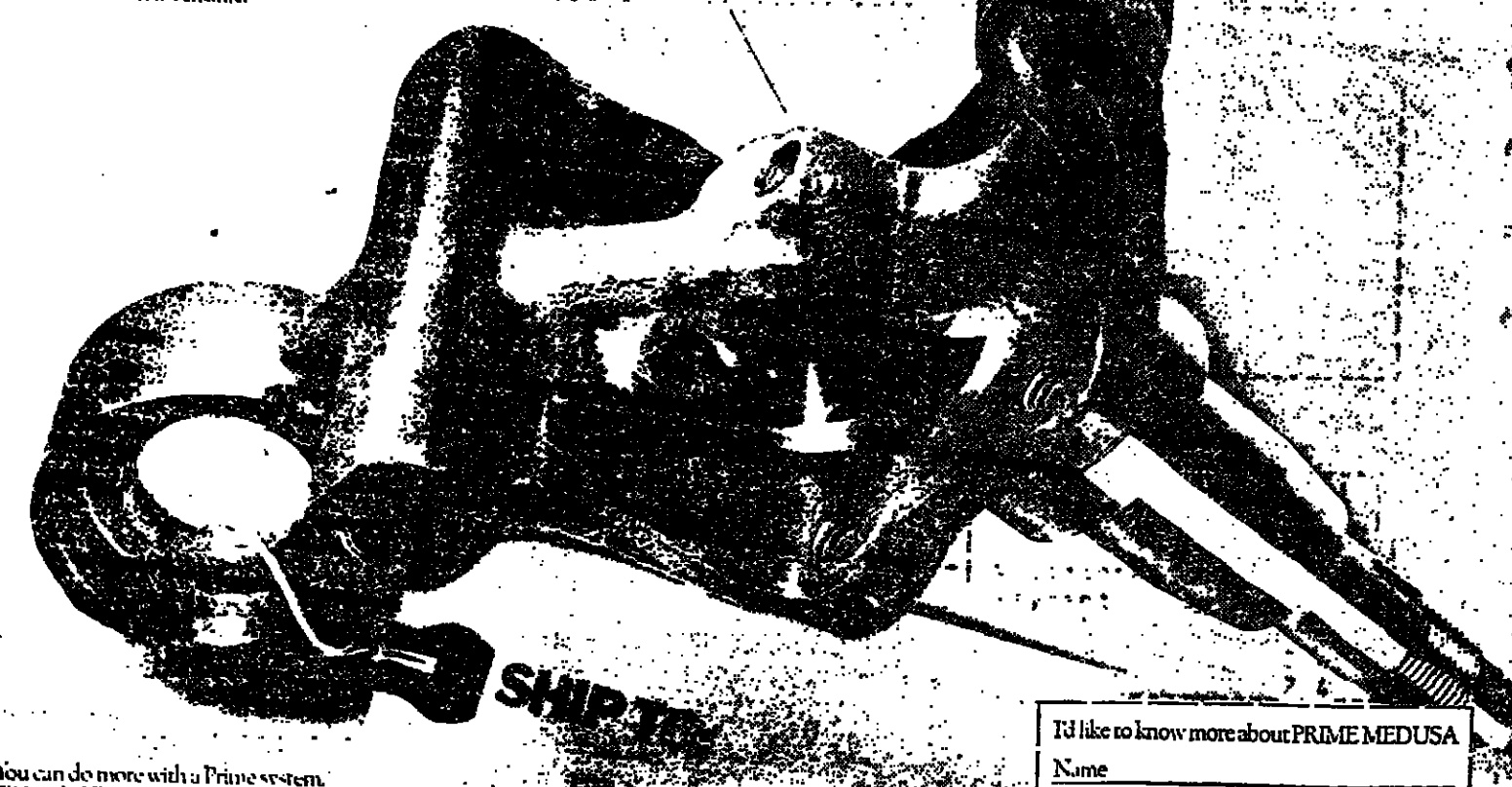
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ATOM MATERIAL SENT TO EUROPE IN FERRIES

By CHARLES LAURENCE
EXPLOSIVE nuclear material is regularly shipped between Britain and the Continent on cross-Channel passenger ferries, British Nuclear Fuels admitted yesterday.

The material is uranium hexafluoride, the nuclear fuel which sank aboard the French cargo ship Mont Louis off the Belgian coast at the end of last month.

In the controversy that followed the sinking of the Mont Louis, British Nuclear Fuels denied reports that uranium hexafluoride — known as UF6 — was carried on cross-Channel passenger ferries.

Yesterday, however, the company said the denial had been a mistake. In fact, it has transported at least 5,800 tons of UF6 in this way since 1980.

The companies used are Sealink, North Sea Ferries, and Townsend-Thoresen. Containers loaded on lorries have sailed from Dover, Hull, Immingham, Ipswich and Newhaven to a wide range of Continental ports including Rotterdam, Zeebrugge, Calais and Dunkirk.

The un-enriched material is sent from Britain for enrichment — a crucial stage in the complex process of producing uranium fuel for nuclear power stations. UF6 has a low radioactivity but is highly corrosive and can explode on contact with water.

Special containers
The material is carried in special containers, made of 16½ inch thick steel on "low loader" articulated lorries which use roll-on, roll-off ferries in the same way as normal container traffic.

The annual traffic of about 1,200 tons equates to 160 cylinders, each cylinder being one lorry load.

UF6 is a "class 7 dangerous material," which puts it into the chemical, rather than radioactive, load category and is subject to stringent Government regulations.

British Nuclear Fuels said: "There are rules and regulations for chemical loads, particularly on the design and integrity of the container, and once these have been met there is no reason why it should not go on these ferries."

"Our original denial was a mistake, to be honest about it. We had many inquiries after the Mont Louis sank, and we were learning as we went along. We could not keep this traffic secret, even if we wanted to."

The company also uses "commercial carriers" to transport radioactive spent fuel. This is carried in containers made of steel ½ inch thick and the company said, poses no danger.

Sealink calls halt
A Sealink spokesman said yesterday: "We can give an assurance that UF6 will not be carried on passenger ferries in the future; only on freight-only ferries. We are not going to carry anything that is a bit controversial with passengers—we don't want to put them off."

The last recorded shipment by Sealink was from Dieppe to Newhaven on Feb. 28, on board the ferry Senlac.

A Townsend-Thoresen spokesman said UF6 had been transported on its passenger ferries in and out of Dover, but he was not sure if other routes had also been used.

"The containers are packed very carefully for the safety of everybody. There is no reason to stop — that would be admitting that it is dangerous, which it is not," said the spokesman.

The Mont Louis sank with 450 tons of UF6 bound for Russia, on board. A salvage operation has safely recovered 17 of the 50 containers. Bad weather is hampering the work.



McGlinchey witnesses drop out

Mrs. Judy Hurd, wife of the Ulster Secretary, getting the "know how" on an old Irish spinning wheel from Mrs. Rhoda Strain at the Crawford-Craft shop, near Belfast, where Mrs. Hurd made her first public appearance yesterday.

Headmasters' Conference

VAT on books plan 'a tax on knowledge'

By JOHN IZBICKI Education Correspondent
HEADMASTERS of the 225 major public schools yesterday described Government plans to introduce VAT on books and newspapers as a "tax on knowledge."

They voted unanimously at a private meeting of the annual Headmasters' Conference, at Sussex University, to rise up against this move, and protest in the strongest terms to the Government.

"The news that such a tax was on the cards has filled our members with considerable anxiety and disquiet," said Mr. David Emms, Master of Dulwich College and chairman of the Headmasters' Conference.

Horror of prospect
Mr. John Thorn, headmaster of Winchester, said the prospect was "unbelievably horrifying."

VAT, he said, had originally been designed as a tax on luxury goods. The Chancellor now appeared to be stretching it to include necessities.

He added: "We are constantly fighting to persuade youngsters to read good books. To get them to read a book at all, whether they're at Eton or at a Bernadette comprehensive is bloody difficult."

The Rev. Canon Peter Pilkington, of The King's School, Canterbury, said that he, like other heads at the conference, would be writing to his local MP to voice his opposition. "It will mean taxing the Bible as well as Shakespeare."

The Prime Minister, Sir Keith Joseph, Education Secretary and Mr. Lawson, Chancellor, will all be informed of the conference's decision.

CALL FOR FARMING CHANGES

By GODFREY BROWN
AGRICULTURAL Correspondent
CHANGES in the farm grant arrangements away from simply boosting food production towards "environmentally attractive" activities, are expected to be called for by the National Farmers' Union this week.

The aim is to tailor Britain's farm policy towards the changed circumstances of today, and to meet head-on the increasingly vocal environmental and conservation groups who accuse farmers of being heavily subsidised to produce vast and costly surpluses, and ruining the countryside in the process.

A major policy review, "The Way Forward—New Directions for Agricultural Policy," is to be discussed by the union's policy-forming council today and made public tomorrow.

Parts of the document are controversial and are expected to encounter strong opposition within the council.

Energy conservation
The question of farm grants is one of the most sensitive parts of the document. What is being advocated is diverting grant aid so that it "enhances the contribution of grants to the environment."

This means diverting the money to things like energy conservation, slurry and other waste disposal, growing hedgerow timber again, or towards reducing production costs other than by simply producing more.

It is claimed to go much wider than a report by the Country Landowners' Association last Friday which also called for changes in the farm grants system to discourage over-production and stimulate environmental and conservation work by farmers.

But Mr. John Davies, a Conservative council member who chaired a 10-month review of county spending and income, said: "Fiction is a division of the library which can be described as leisure, or a luxury even. It is available in paperback form at very reasonable rates if you want to buy it."

Lord Gowrie, said recently that at a time of public expenditure restraint, local authorities should look at all options for economies rather than cut their book funds.

TRIPLET DIES
Two-month-old Elizabeth, one of the test-tube triplets born to Mrs. Jill Hassall of Sheffield, has been found dead, apparently a victim of cot death syndrome.

POLICY ON RACISM NEEDED

ALL schools, whether State-run or private, should produce a clear policy on racism and ethnic minorities, the country's senior public-school headmasters were told yesterday.

To turn a blind eye to racist graffiti, prejudice, and name-calling only helped to escalate the problem, said Mr. Peter Newsam, chairman of the Commission for Racial Equality.

He told the annual Headmasters' Conference at Sussex University that, although immigration had slowed down to a trickle, the number of racist attacks had soared.

"Members of the Asian community, British citizens settled in this country with their children born here and knowing no other society, are 50 times more likely to be subject to racial attack than their white neighbours."

Mr. Newsam, the former chief education officer for the Inner London Education Authority, disclosed that the latest unemployment figures for 16- to 19-year-olds in Leicester showed that 25.6 per cent. of whites were jobless, compared with 38.5 per cent. of Asians and 45.5 per cent. of West Indians.

Library 'buying ban' may be illegal
The committee agreed "with reluctance" to recommend approval of the economy as part of the county's package of £2,700,000 cutbacks to comply with Government spending targets.

If the full council endorses the recommendation in November, the authority will be spared the cost of purchasing and binding up to 14,000 novels during the financial year.

Fiction 'a luxury'
The ban would mean that for the first time since the Somerset Library Service began in 1918, it would be unable to buy from the whole range of published material.

"The effect may not be too devastating if the cut is only for one year but if it goes beyond then valuable works of fiction will be lost to us, possibly for ever if they go out of print," he said.

Bored and affluent young fall prey to heroin peril

By KENNETH CLARKE
ON a bright September day, the smart end of Hampstead is not everyone's idea of a haunt of junkies and drug pushers. But drug abuse, with all its dangers, is spreading behind the elegant front doors and ivy-clad walls of the affluent.

Boredom and too much money have brought privileged young adults and teenagers into the drugs danger zone.

A random survey yesterday revealed remarks made on Tuesday following a court case involving Roderick Jackson, 23, the actor Gordon Jackson's son, who admitted possessing heroin and L.S.D.

Jackson's mother, Mrs. Rona Jackson, said to reporters: "He is young and he likes to have a good time. I can't see what all the fuss is about. You expect young people to experiment with drugs. It is their bag; their thing."

Their friends are doing it, and they don't want to miss out. Her comments brought criticism from parents whose children have died from drug abuse, from medical and religious sources in the area and from Home Office minister, Mr. David Mellor.

"I utterly deplore any suggestion that taking heroin is fun or something to be taken lightly. Heroin can and does kill," said Mr. Mellor.

'Messing about'
Dr. Martin Mitcheson, consultant in charge of the drugs dependency unit at University College Hospital, said some young people could "turn back" from drugs by themselves but "messaging about" with them was dangerous because of the proportion who became addicted.

His unit treated drug takers from all parts of the borough of Camden, from the more prosperous parts of Hampstead and also from the council estates. There is no clear class breakdown and we see young people from all social backgrounds.

Some are desperate
The clinic treats six times as many drug patients as it did five years ago. "Most have tried to give up and have failed and some are in a very desperate situation," said Dr. Mitcheson. "In that respect, remarks like those of Mrs. Jackson are dangerous."

The Rev. Graham Dowell, of St. John's parish church, said: "Unemployment and boredom are part of it, but young people from so-called privileged backgrounds have much expected of them, and cannot always deliver. This is when they can go wrong."

High debt charges
Basildon is one of three shire districts among 18 councils where rates will be "capped" by Mr. Jenkin next year.

The Commission report states that as a new town the council faces the high debt charges associated with newly-built houses and facilities. But, it points out, it appears to spend about £800,000 a year more than the average council on administering its housing.

The Commission suggested that a detailed study should be undertaken to see whether the extra cost was justified.

The bill for administering housing was an area of contention between the council and the Government seized on yesterday by Mr. Kenneth Baker, the Minister for Local Government. He argued that the Commission's report showed there was ample room for the council to make savings.

MPs 'still not given truth on Belgrano'

By NICHOLAS COMFORT Political Staff

DR DAVID OWEN is urging the Prime Minister to make a personal statement on the sinking of the Argentine cruiser General Belgrano when Parliament re-assembles on Oct. 22.

"There are still some areas where clearly the truth has not been given to Parliament," the SDP leader said in a letter to Mrs. Thatcher yesterday.

Repeating his insistence that he was concerned with the government's statements about the sinking after the event and not with the action itself, he also renewed his call for a White Paper to set the matter straight.

Two issues
Dr. Owen raised two particular issues in his letter: last week's confirmation from Downing Street that Ministers were not told the Belgrano was steaming away from the Task Force, and their failure to tell Parliament that a torpedo had been fired at one of her escorting destroyers.

Many people, he said, had been surprised to discover that Ministers were not aware of the course and position of the Belgrano on May 2, 1982, when it was sunk.

And the statement of Sir John Nott, then Defence Secretary, in a recent radio interview that he had still not even told on May 4 was an even greater surprise.

Dr. Owen also raised with Mrs. Thatcher an answer she gave in December, 1982 which stated that the Belgrano had been "converging" with the Task Force but had made several changes of course. Ministers have been aware for several months that this was not so.

"The more I look at this question," wrote Dr. Owen, "the more I believe the record can only be put right by the publication of a White Paper and a personal statement to be made by you to the House of Commons on the return of Parliament on Oct. 22."

"It is not acceptable that a Prime Minister can have on record statements to Parliament which are now admitted to be incorrect and that we should have to rely on letters written to Members of Parliament or statements made by a former MP and Secretary of State for Defence on the 'Today' programme."

£50,000 HEROIN DEALER GETS SEVEN YEARS
A former Oxford student who introduced nearly £50,000 worth of heroin into the university city was jailed for seven years yesterday at Oxford Crown Court.

Farzin Ansari told police he bought the drug in Kensington to supply to his friends in Oxford. Ansari, 24, of The Phelps, Kidlington, Oxford, admitted nine charges of possessing heroin with intent to supply, supplying the drug and possessing it.

His wife, Debra, 26, of Valley Road, Henley, Oxfordshire, admitted one charge of possessing heroin and was sentenced to 150 hours community service.

SMUGGLER JAILED
Nuclear war fear
A drug addict planned to send his family to Australia to escape a nuclear war by paying for the trip with smuggled heroin, Bristol Crown Court was told yesterday.

David Pearson, 33, unemployed, posted packets of the drug from India to his wife, but Customs officials intercepted the mail. He was jailed for 4½ years.

WATER BAN TO END
Restrictions on the use of hose pipes and sprinklers in the Derbyshire and Nottinghamshire areas were expected to be lifted on Monday, the Severn-Trent Water Authority said yesterday.

STUDENTS FIND RARE PLANT

Four botany undergraduates from St. John's College, Oxford, have rediscovered a rare plant in Madagascar which is said to be of help to leukaemia sufferers. The Madagascar periwinkle has only been located six times in the last 100 years and has not been seen since 1927.

One of the four, 24-year-old Debbie Thompson, of Hawksdown, Walmer, Deal, said yesterday: "We found it almost at the end of an eight-week search. A specimen has gone to experts in Kew."

AIRMEN RESCUED
Four naval airmen from 820 Squadron, Prince Andrew's former squadron, were rescued yesterday after their helicopter ditched into Falmouth Bay off the Cornish coast.

He confessed that he had no idea whether the Government's Office of Arts and Libraries would regard the halt during 1985-86 as a failure by Somerset to fulfil its duty to provide a "comprehensive and efficient" library service.

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Flights so good, you won't want to get off.

Agreement means it will be business as usual for another half-century

LEASE OF LIFE FOR CAPITALIST HONGKONG

HONGKONG will enjoy a high degree of autonomy, including executive, legislative and independent judicial power, after transfer to Chinese rule in 1997, according to the Sino-British declaration on the colony's future.

The draft agreement, the result of two years of delicate and tortuous negotiations, which was released in London yesterday, nine hours after it was initiated in Peking, makes it clear that Hongkong can retain its free-style capitalist system until the year 2047.

The 17-page draft agreement consists of a Joint Declaration and three Annexes forming a formal international agreement, legally binding in all its parts.

An international agreement of this kind is the highest form of commitment between two sovereign states.

Both the British and Chinese Governments, says the Joint Declaration, had reviewed with satisfaction the friendly relations between the two Governments and people in recent years.

They agreed, it says, "that a proper negotiated settlement of the question of Hongkong, which is left over from the past, is conducive to the maintenance of the prosperity and stability of Hongkong and to the further strengthening and development of the relations between the two countries on a new basis."

Aspiration of Chinese people

In the 40-page White Paper containing details of the agreement, the Government says it believes "the agreement is a good one." It strongly commends it to Parliament and the people of Hongkong.

The Joint Declaration says that the Chinese Government declares that to recover the Hongkong area (including Hongkong Island, Kowloon and the New Territories) was "the common aspiration of the entire Chinese people." It had decided to resume sovereignty over Hongkong from July 1, 1997.

In turn, the British Government declares it will restore Hongkong to China from that date.

The Chinese Government declares that its basic policies regarding Hongkong are:

"Upholding national unity and territorial integrity, and taking account of Hongkong's history and realities, the People's Republic of China has decided to establish, in accordance with Article 31 of the Constitution, a Special Administrative Region (SAR) on July 1, 1997."

Britons may be advisers

This SAR would be directly under the authority of the Central People's Government and would enjoy a high degree of autonomy, except in foreign and defence affairs, which were the responsibility of the Chinese Government.

The Hongkong SAR would be vested with executive, legislative and independent judicial power, including that of final adjudication. "The laws currently in force in Hongkong will remain basically unchanged."

Government of the Hongkong SAR, says the Joint Declaration, would be composed of local inhabitants. "The Chief Executive will be appointed by the Central People's Government on the basis of the results of elections or consultations to be held locally."

Principal officials will be nominated by the Chief Executive.

Deal 'result of hard negotiations'

THE new draft agreement on the future of Hongkong is the result of "hard and long" negotiations, according to the Government.

The Government says it negotiated "energetically and successfully" to secure an agreement which met the needs and wishes of the people of Hongkong, in the introduction to the White Paper containing details of the agreement.

"Taking the agreement as a whole, the Government is confident it provides a framework in which the stability and prosperity of Hongkong can be maintained after 1997."

In the Government's view there was no possibility of an amended agreement and the alternative to acceptance of the present agreement was to have no agreement.

The Chinese Government had made it plain that negotiations could not be reopened and that it would publish its own plan for Hongkong.

"There was no guarantee that such a unilateral plan would include all the elements included in the draft agreement, nor would it have had the same status as a legally binding agreement between the two countries."

"Whether or not there is an agreement between the British and Chinese Governments, the New Territories will revert to China in 1997, under the terms of the 1898 Convention. The remainder of Hongkong (Hongkong Island, Kowloon, and Stonecutters Island) would not be viable alone. Hongkong, including the New Territories, is an integral whole."

The agreement

THE 40-page draft agreement on the future of Hongkong, published yesterday, consists of an introduction, which outlines the background to the negotiations, a joint declaration on behalf of the British and Chinese Governments, and three Annexes.

The first and longest Annex consists of an elaboration by the People's Republic of its basic policies for the long-term future of Hongkong.

The second Annex deals with the establishment of a Sino-British Joint Liaison Group to ensure a smooth transfer of Government in 1997, and the third deals with the issue of land leases which extend into the period after British rule ends.

There would be a free flow of capital and the Hongkong dollar would continue to circulate and remain freely convertible. The region would have, said the Joint Declaration, independent finances. The Chinese Government would not levy taxes there.

Private property, ownership of enterprises, legitimate right of inheritance and foreign investment would also be protected by law.

Hongkong SAR, says the Joint Declaration, would retain the status of a free port and a separate customs territory; it would retain its status as an international financial centre, and its markets for foreign exchange, gold, securities and futures would continue.

There would be a free flow of capital and the Hongkong dollar would continue to circulate and remain freely convertible. The region would have, said the Joint Declaration, independent finances. The Chinese Government would not levy taxes there.

Using the name "Hongkong SAR," the Hongkong SAR would also be able, on its own, to maintain and develop economic and cultural relations and conclude relevant agreements with states, regions and relevant international organisations.

The Government of Hongkong SAR would be at liberty to issue travel documents for entry and exit and would be responsible for the maintenance of public order.

"The Government of the UK and the People's Republic of China declare that during the transitional period between the date of entry into force of this Joint Declaration and 30th June 1997, the Government of the UK will be responsible for the administration of Hongkong with the object of maintaining and preserving its economic, political and social stability and the Government of the People's Republic of China will give its co-operation in this connection."

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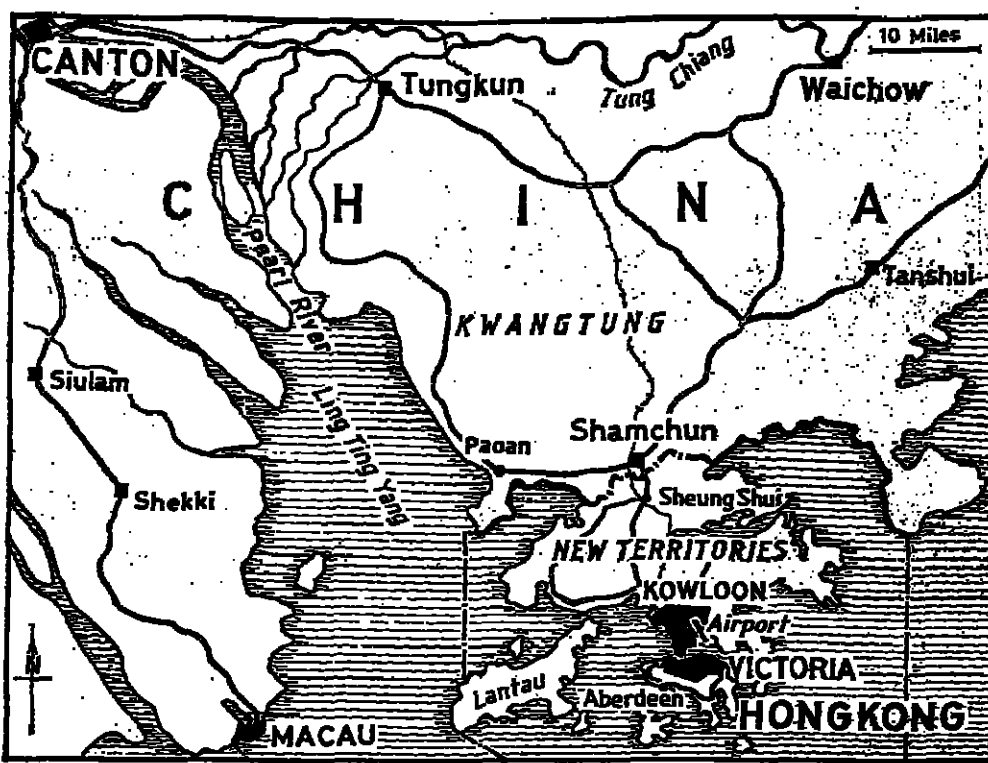
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How the good life will continue in Peking's shadow

HONGKONG will be given a remarkable degree of autonomy within the People's Republic, and the way of life of its people will be largely unchanged, according to Annex One to the draft agreement outlining Peking's policies towards the Territory.

The annex promises that for 50 years after Britain cedes sovereignty over Hongkong island and the New Territories, the socialist system will not be practised and its previous capitalist system and life-style will continue.

Except for defence and foreign affairs, when Britain formally hands over sovereignty to China, Hongkong will be completely self-governing from July 1, 1997.

The Chinese Government emphasises that it will guarantee rights to the people of Hongkong including freedom of speech, Press freedom, the right of assembly and association, the right to form a trade union and to strike, freedom of belief, and free movement.

The Territory will be known formally as the Hongkong Special Administrative Region, but the agreement makes it clear that it will be known internationally as "Hongkong, China." It will even have its own flag, although the red flag of China will also be flown.

Ending of the right of appeal to the Privy Council in London will be the only major change to the judicial system and the Letters Patent, which at present lay down the constitutional basis for the colony, will be replaced by a "Basic Law" enacted by the People's Congress in Peking which will set out the basic system of autonomous government in Hongkong.

The annex promises that the Territory will be run by local inhabitants and that the Chief Executive of the region will be selected either by election or through consultations held between the Government and the people of Hongkong.

The legislature will be directly elected and both the English and Chinese languages may be used in government and the courts.

The main points made in the annex include:

The Law

All previous laws in force in Hongkong will continue and will be subject to amendment by the legislature. The common law, rules of equity, ordinances, subordinate legislation, and customary law will all continue in force.

The legislature will be free to pass new laws except where they conflict with the Basic Law, which lays down the Territory's constitution.

Judiciary

The document states clearly that the judicial system, previously practised in Hongkong, shall be maintained, except that instead of the Privy Council, Hongkong will have its own final court of appeal.

The annex makes it clear that the courts will exercise judicial power independently.

Nepal fears for future of Gurkha brigade

By JAMES MACMANUS in Hongkong

NEPAL has expressed anxiety about the future of the Gurkha Brigade stationed in Hongkong, following the Sino-British agreement on the colony's future.

Peking has made it clear that defence of the territory will rest with the regular Chinese Army after the colony reverts to Chinese rule in 1997.

This places a question mark over the future of the 8,000-strong Gurkha brigade which is recruited from Nepal in the Himalayas.

Economic worries

According to senior British sources in Hongkong, the Foreign Ministry in the Nepalese capital of Kathmandu has been in touch with Whitehall over the future of the force.

Any disbandment of the Gurkhas would have severe adverse economic repercussions in outlying areas of Nepal, where the Gurkhas are traditionally recruited and where they spend both their leave and their salaries.

At the moment, almost 5,000 of the troops are on duty in Hongkong and the remainder are either on leave in their home country or training in Britain.

One battalion is also away guarding the oilfields in the Sultanate of Brunei.

13 years to go

The source said last night: "No decision has been taken about the future of the Gurkhas and, since we have 13 years before sovereignty in Hongkong will revert to China, no speedy decision is likely."

However, the government is aware of the feeling in Nepal against the British Army generally, that the Gurkhas should be retained, whatever their future in Hongkong.

How Thatcher visit to Peking sparked vital discussions

DEEP concern about the future of Hongkong started to surface "with a vengeance" among people in the colony and foreign investors in the late 1970s, as the period before termination of the New Territories lease shortened.

In particular there was increasing realisation of the problems posed by individual land leases granted in the New Territories.

These were due to expire three days before the overall lease in 1997.

It was clear that the steadily shortening span of these leases and the inability of the Hongkong Government to grant new ones beyond 1997 could deter investment and damage confidence.

According to yesterday's White Paper on the new Sino-British agreement on the future of Hongkong, the Government, following a detailed examination of the problem, concluded that "confidence would begin to erode quickly in the early mid-1980s if nothing was done to alleviate the uncertainty caused by the 1997 deadline."

Met chairman

When the Governor of Hongkong visited Peking in March, 1984, at the invitation of the Chinese Minister of Foreign Trade, an attempt was made to solve the specific problem of the land leases, but without success.

Against a background of increasing awareness of the Hongkong problem, the government decided that the Prime Minister's visit to China in September 1982, would provide an opportunity to open discussions with the Chinese Government on Hongkong's future.

It was apparent that the Chinese Government had reached the same conclusion and the Prime Minister met Chairman Deng.

During the 19th century, Britain concluded three treaties with the then Chinese Government relating to Hongkong.

● The Treaty of Nanking, signed in 1842 and ratified in 1843, under which Hongkong Island was ceded in perpetuity.

● The Convention of Peking in 1860, under which the southern part of Kowloon, Peninsular and Stonecutters Island, were ceded in perpetuity.

● The Convention of 1898, under which the New Territories (comprising 97 per cent. of the total land area of the Territory) were leased to Britain for 99 years from July 1, 1898.

After 1997, however, these newly-leased properties will be charged rent at the rate of three per cent. of their current market value.

Because it is recognised that part of the value of new leases issued by the Hongkong Government over the next 13 years derives in part from their post-1997 term, it has been agreed that the proceeds will be shared equally between the present Administration and the future Government.

Joint group to oversee change of Government

A JOINT liaison group is to be set up by the British and Chinese governments to facilitate liaison, essential consultation and exchange of information for a smooth transfer of government in Hongkong in 1997.

The Group's prime functions will be to conduct talks on the implementation of the Joint Declaration.

Matters to be considered in the first half of the period, up to 1997, will include deciding what action should be taken by the two Governments to enable the Hongkong Special Administrative Region to maintain its economic relations as a separate customs territory, and in particular to ensure the maintenance of Hongkong's participation in the General Agreement on Tariffs and Trade, the Multi-fibre Arrangements and other international arrangements.

The two Governments must also decide on action to ensure the continued application of international rights and obligations affecting Hongkong.

The two Governments have agreed that in the second half of the period, up to July 1, 1997, closer co-operation will be needed.

Each side has to designate a senior representative of ambassadorial rank, together with four other members of the group. Each may also send up to 20 supporting staff. The Joint Liaison Group will be established when the Joint Declaration comes into force.

From July 1, 1988, the Group will have its principal base in Hongkong, meeting in Beijing, London and Hongkong at least once a year in each location and continuing its work until Jan. 1, 2000.

Members of the Joint Liaison Group will enjoy diplomatic privileges and immunities as appropriate when in the three locations. Proceedings will be strictly confidential unless otherwise agreed.

COUNTRY LIFE VISITS THE STRANGEST PLACES

A holiday island in Georgia for millionaires at the turn of the century, Bangkok with its sparkling architecture, Peru with its exotic trees and flowers, a South German Schloss with life-size sculptures of deer—all featured in colour.

Plus, travellers' India then and now, a Swiss ski resort with snow in abundance, holidays for the naturalist and how Kimberley's "Big Hole" became a crater of dreams.

COUNTRY LIFE WINTER TRAVEL NUMBER

ON SALE NOW

Chinese nationals who were born in Hongkong or have lived there continuously for at least seven years will have the right of abode in Hongkong, as will the children of such people.

Non-Chinese nationals who have lived in the Territory for seven years and have taken it as their place of permanent residence will also have the right of abode there.

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Come under our wing and get outstanding value for money by using our Low Cost Endowment Mortgage Policy

When arranging a mortgage ask your adviser for details or contact your local Eagle Star office.

Eagle Star

for a better way to repay a mortgage

100-150

Run (0462) 731135
on Page 3

SITUATIONS VACANT

Continued from Page 7

MANAGEMENT & EXECUTIVE

A COMMERCIAL ADMINISTRATOR (SALES)

c. £12,000 + CAR
MIDDLESEX

A superb opportunity has occurred for a commercial administrator to join a leading firm in the world of communications. The role involves a wide range of administrative duties, including the management of the company's telephone exchange, and the coordination of the company's public relations activities. The successful candidate will be responsible for the day-to-day running of the company's administrative functions, and will be required to have a minimum of five years' experience in a similar position. The salary is c. £12,000 per annum, plus a company car and a generous benefits package. Applications should be sent to the Personnel Manager, c/o The Daily Telegraph, 1, Abchurch Lane, London EC4N 3DF.

LYNNPOINT LTD.

Sales Representatives, Electronics Division, London W1A 0AA

AEGB A PLENTY. Underpinned by a strong financial base, this year is exciting for you. Due to unprecedented expansion, we have acquired a new product line and are looking for 2-3 experienced sales representatives to join our team. The successful candidate will be responsible for the sale of our new product line, and will be required to have a minimum of five years' experience in a similar position. The salary is £12,000 per annum, plus a company car and a generous benefits package. Applications should be sent to the Personnel Manager, c/o The Daily Telegraph, 1, Abchurch Lane, London EC4N 3DF.

ALARM COMPANY

Reliance Security Group is a leading provider of alarm services in the South East. We are looking for a Sales Representative to join our team. The successful candidate will be responsible for the sale of our alarm services, and will be required to have a minimum of five years' experience in a similar position. The salary is £12,000 per annum, plus a company car and a generous benefits package. Applications should be sent to the Personnel Manager, c/o The Daily Telegraph, 1, Abchurch Lane, London EC4N 3DF.

PRODUCTION MANAGER

REKLAND LTD. is a leading manufacturer of electronic components. We are looking for a Production Manager to join our team. The successful candidate will be responsible for the day-to-day running of our production department, and will be required to have a minimum of five years' experience in a similar position. The salary is £12,000 per annum, plus a company car and a generous benefits package. Applications should be sent to the Personnel Manager, c/o The Daily Telegraph, 1, Abchurch Lane, London EC4N 3DF.

PROFESSIONAL VOLUNTEERS

FOR HELP THE AGED

We are seeking to obtain the services of a number of professional volunteers to help the aged. The successful candidate will be required to have a minimum of five years' experience in a similar position. Applications should be sent to the Personnel Manager, c/o The Daily Telegraph, 1, Abchurch Lane, London EC4N 3DF.

GENERAL MANAGER

c. £14,000 + CAR

A mature, experienced general manager is sought for a leading international company. The role involves the management of the company's day-to-day operations, and the coordination of the company's public relations activities. The successful candidate will be responsible for the day-to-day running of the company's operations, and will be required to have a minimum of five years' experience in a similar position. The salary is c. £14,000 per annum, plus a company car and a generous benefits package. Applications should be sent to the Personnel Manager, c/o The Daily Telegraph, 1, Abchurch Lane, London EC4N 3DF.

SALES AND MARKETING CONSULTANT

We seek three capable and professional people who have a minimum of five years' experience in a similar position. The successful candidate will be responsible for the day-to-day running of our sales and marketing department, and will be required to have a minimum of five years' experience in a similar position. The salary is £12,000 per annum, plus a company car and a generous benefits package. Applications should be sent to the Personnel Manager, c/o The Daily Telegraph, 1, Abchurch Lane, London EC4N 3DF.

UK VACANCIES

NATIONAL CANOPY HOTLINE 085 4843

TRAFFIC AND PRODUCTION MANAGER

MEYERSON

Mr. Meyer and Mrs. Meyer are one of the leading advertising agencies in the world. We are looking for a Traffic and Production Manager to join our team. The successful candidate will be responsible for the day-to-day running of our traffic and production department, and will be required to have a minimum of five years' experience in a similar position. The salary is £12,000 per annum, plus a company car and a generous benefits package. Applications should be sent to the Personnel Manager, c/o The Daily Telegraph, 1, Abchurch Lane, London EC4N 3DF.

PRODUCTION MANAGER

c. £10,000 Suffolk

A superb opportunity has occurred for a production manager to join a leading firm in the world of communications. The role involves the management of the company's production department, and the coordination of the company's public relations activities. The successful candidate will be responsible for the day-to-day running of the company's production department, and will be required to have a minimum of five years' experience in a similar position. The salary is c. £10,000 per annum, plus a company car and a generous benefits package. Applications should be sent to the Personnel Manager, c/o The Daily Telegraph, 1, Abchurch Lane, London EC4N 3DF.

SALES MANAGER

c. £12,000 + CAR

A superb opportunity has occurred for a sales manager to join a leading firm in the world of communications. The role involves the management of the company's sales department, and the coordination of the company's public relations activities. The successful candidate will be responsible for the day-to-day running of the company's sales department, and will be required to have a minimum of five years' experience in a similar position. The salary is c. £12,000 per annum, plus a company car and a generous benefits package. Applications should be sent to the Personnel Manager, c/o The Daily Telegraph, 1, Abchurch Lane, London EC4N 3DF.

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SALES MANAGER

BUILDING INSULATION

£12K + Bonus + AL Car. The following is an immediate vacancy for a sales manager to join a leading firm in the world of communications. The role involves the management of the company's sales department, and the coordination of the company's public relations activities. The successful candidate will be responsible for the day-to-day running of the company's sales department, and will be required to have a minimum of five years' experience in a similar position. The salary is £12,000 per annum, plus a company car and a generous benefits package. Applications should be sent to the Personnel Manager, c/o The Daily Telegraph, 1, Abchurch Lane, London EC4N 3DF.

SALES SELECTION

LONDON W6 0SL

WORK STUDY / O & M / BUS

COMPUTER STAFF

SALES AGENTS REQUIRED FOR COMPUTER SOFTWARE

THE UNIVERSITY OF SHEFFIELD

TWO POSTDOCTORAL RESEARCH ASSISTANTS IN COMPUTER VISION

ENGINEERS

BUILDING SERVICES ENGINEER

PROFESSIONAL VOLUNTEERS

GENERAL MANAGER

SALES AND MARKETING CONSULTANT

UK VACANCIES

TRAFFIC AND PRODUCTION MANAGER

PRODUCTION MANAGER

SALES MANAGER

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SALES MANAGER

Meet the challenge of your career in Singapore...

Texas Instruments' operation in Singapore designs and manufactures advanced specialised equipment for the semiconductor industry. To develop the capacity of the operation, the company is now looking for degree qualified engineers, to work on advanced design projects from the initial concept stage to final installation.

Electrical Design Engineers

To work on the design of systems for complex mechanical equipment. Working closely with both software programmers and mechanical engineers, you will be involved in equipment problem solving activities. As you will be expected to contribute to the handling and testing of the next generation of integrated circuits, you must have a good knowledge of digital design and, ideally, some understanding of video recognition technology as applied to automation, high speed analog design and 2-4 years' relevant experience.

Mechanical Design Engineers

To work on the design of futuristic mechanical handling and positioning mechanisms of microcomputer based machines. You should have 2-4 years' experience in the design of high speed automation equipment, backed by a good knowledge of

TEXAS INSTRUMENTS

... where people and technology meet

Project Management Capital Electronics

Our client is a major U.K. Company, based in the South East of England, engaged in the development and manufacture of electronic equipment for both military and civil purposes. Due to continuing expansion, and the acquisition of major new projects our client is looking for experienced and energetic men and women to enhance the capability of their project management teams, at a senior level.

Of particular interest would be those who can control the profitability of the projects by close liaison with engineering teams, and who can take responsibility for the use of performance control systems on major projects. An appreciation of commercial practices and exposure to profit responsibility would be a distinct advantage. Additionally, experience in other aspects of project management will

in-depth knowledge of project management control. Working in a high pressure environment, you must possess good interpersonal skills and be able to win the confidence of senior management in order to achieve success.

Rewards will be high for the right person, together with generous relocation assistance where appropriate.

Applicants should write with full personal and career details to: Confidential Reply Service, Ref: ACP 9079, Austin Knight Limited, London, W1A 1DS.

Applications are forwarded to the client concerned, therefore companies in which you are not interested should be listed in a covering letter to the Confidential Reply Supervisor.

If you are interested in this unique opportunity, you should have an engineering background with particular reference to the electronics industry and be able to demonstrate

Austin Knight Advertising INTERNATIONAL SOFT DRINKS

Africa and Middle East

Our client, a brand leader in the soft drinks industry, is seeking experienced managers with a background in engineering and production. Currently they require:

Factory Managers Reference P1
To £45,000
Responsible for profitable plant output. Must have an engineering and FMCG production background and a graduate level qualification.

Plant Engineers Reference E1
To \$35,000
Responsible for all bottling equipment and plant maintenance to ensure maximum production potential. Must have an engineering qualification and at least five years' supervisory experience in consumer goods packaging.

There are several of these positions available in different locations offering wide variety for those with a mobile lifestyle. Please write giving full career details to: Robyn Withersidge, Consultant to the Company at Business Development Consultants (International) Ltd, 63 Mansell Street, London E1 8AN.

All details are handled in strict confidence.

As a salesman have you sold yourself up the river?

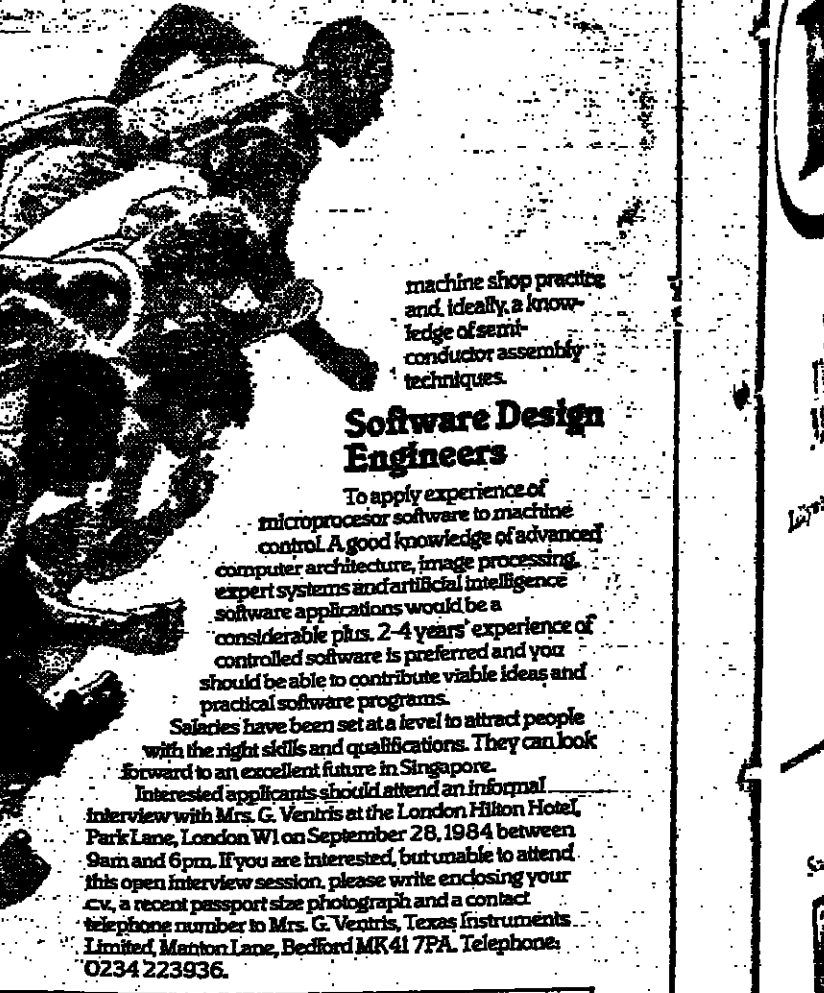
There comes a time in almost every salesman's life when he feels he's treading water. When that first hint of boredom that vague feeling of dissatisfaction and frustration, if that sounds all too familiar to you, then perhaps it's time you changed course, and headed for a career in which the only limitations are those you set yourself.

PGA is part of one of Great Britain's leading insurance groups. We operate in Britain's biggest growth sector - the financial services industry - and we're looking for people with sales experience.

We believe that a good salesman is a good salesman, no matter what business he or she is in. So, with our comprehensive training programme, you'll be set to take your place in a truly stimulating and challenging career.

Succeed and you'll benefit from an impressive remuneration package and, more importantly, the thing you may be missing now... Job Satisfaction. If you're 25-55, and you think you've got what it takes, call or write to Howard Chapman, our Sales Division Manager, today.

The Career Builders
PGA, Loan House, High Street, Croydon CR9 1LL. Tel: 01-680 0606
These vacancies are open to both men and women.



Software Design Engineers

To apply experience of microprocessor software to machine control. A good knowledge of advanced computer architecture, image processing, expert systems and artificial intelligence software applications would be a considerable plus. 2-4 years' experience of controlled software is preferred, and you should be able to contribute viable ideas and practical software programs.

Salaries have been set at a level to attract people with the right skills and qualifications. They can look forward to an excellent future in Singapore.

Interested applicants should attend an informal interview with Mrs. G. Venris at the London Hilton Hotel, Park Lane, London W1 on September 28, 1984 between 9am and 6pm. If you are interested, but unable to attend this open interview session, please write enclosing your cv, a recent passport size photograph and a contact telephone number to Mrs. G. Venris, Texas Instruments Limited, Manton Lane, Bedford MK41 7PA. Telephone: 0234 223936.

INFORMAL INTERVIEWS at the London Hilton Hotel

FRIDAY SEPTEMBER 28 between 9am and 6pm
Nearest tube station: Hyde Park Corner & Green Park

Marketing Executive - c£11,500

at HJ Enthoven & Sons, Darley Dale, Derbyshire.

HJ Enthoven deals mainly in the sale of lead and lead alloys, and will be investing substantial capital to provide a new smaller complex to be completed in the next three years.

As part of the investment programme the lead sales will be situated at Darley Dale and we are now looking for someone to fill this important and challenging appointment.

Ideally, you will have a metallurgy background with experience in the battery manufacturing industry an advantage, together with a degree in a technical discipline.

The main responsibilities are twofold: one, monitoring and developing our present customer base and ensuring that the service to customers is of the very highest standard, and two, to increase company sales.

Other important factors are that you have a constant awareness of metal market conditions, particularly relating to price movements; the ability to negotiate with customers; and a willingness to travel to various parts of the country.

You will probably be 28-40 and benefits include a company car, BUPA, pension scheme and assistance with moving expenses where necessary.

Please phone 01-831 7252 or send your cv, Mr. Barry Earl, Personnel Manager, Enthoven (UK) Ltd, 3 Lincoln Inn Fields, London WC2A 3AA.

Billiton Manager

Post and Microfilm Department
Circa \$14,000
(Chester)

With a turnover exceeding \$800 million, North West Securities, one of the most successful U.K. finance houses, is a market leader in the range of financial services including Investment, Credit, Lending, Personal Loans, Credit Cards, Budget Accounts and Insurance.

We now wish to recruit a Manager (male or female) for our Post and Microfilm Department, which is a high technology unit based at our Head Office in Chester.

The person appointed will be responsible for an area that is undergoing rapid growth as it develops into a major despatch centre for computer generated and conventional correspondence, in daily contact with a network of over 70 Branch offices and a vast number of customers.

At 28-35, we would expect you to have experience in organising a fairly large group of people to meet objectives within strict time scales. Technical ability and experience in processing mail and microfilm are essential.

The remuneration package includes negotiable salary, car leasing scheme, subsidised mortgage and relocation facilities. After a qualifying period, other benefits including Contributory Pension, Group Profit Sharing, BUPA and Special Loan facilities will become available.

NWS is a member of the Bank of Scotland Group. Write to or telephone for an application form to: Mr. W. Henderson, Assistant General Manager (Staff), North West Securities Ltd., North West House, City Road, Chester CH1 3AN. Tel: 01561 411 412

ADHESIVES!

We're an expanding specialist adhesives manufacturer with a growing reputation for supplying high technology adhesives to the packaging, woodworking and paper converting markets, and have the following career opportunities:

SALES EXECUTIVES

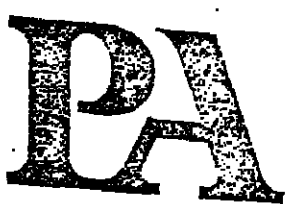
HOME COUNTIES AND MIDLANDS
We are looking for energetic sales executives between 30/35 years of age who have the ability to develop new areas into viable business centres by commercial and technical sales effort backed up by proven products, technical training and an energetic management team.

CHEMIST

Here we are looking for an experienced chemist in the design and application of water based emulsions, dextrine and hot melt adhesives.

These positions offer attractive salaries and a full range of company benefits and the reassurance of becoming part of a UK firm you would like to know more about or even better, please contact: Datasac Adhesives Limited, Globe Lane Industrial Estate, Duffield, Derbyshire SK16 4XZ.

Datasac



PA Personnel Services PA Advertising

Hyde Park House, 60a Knightsbridge, London SW1X 7LE Tel: 01-235 6860 Telex: 27874
Offices in Birmingham, Manchester, Glasgow, Edinburgh and Aberdeen
and throughout Europe, Asia, Australasia and N America

All posts are open to men and women unless otherwise indicated

Sales and Distribution Management

Lillywhite Frowd Sports Ltd



Lillywhite Frowd, a unique organisation formed 100 years ago, supplies sports equipment, textiles and footwear to over 200 independent retailers throughout the UK. Far more than a highly efficient market-conscious wholesaler, it has revolutionised business attitudes enabling customers to reduce stock levels and to merchandise imaginatively a wide range of attractive goods. Two exceptionally capable individuals are now sought to strengthen further the management team and play key roles in the continuing expansion of this dynamic business.

National Sales Manager
based Greater London
c. £16,000 + 2-litre car

You will control and motivate six representatives covering the area from Manchester to the South Coast, the emphasis being on quality of service. Exciting new developments include the introduction of two internationally recognised brands of exclusive sportswear. Aged 30-45 with a proven record of sales

management in the sports industry, you will relish the opportunity to make a significant contribution to the company's ongoing development.
Ref: SS5/0304/DT

National Distribution Manager
Tonbridge: c. £13,500 + 2-litre car

Within the next two months, operations will move to a new, purpose-built warehouse where you will be responsible for all aspects of distribution: from security to the planning and implementation of systems to handle the new branded merchandise. An experienced and responsible Distribution Manager, you are looking for an opportunity to join a fast-moving environment and become a member of a highly professional management team.
Ref: SS5/0304/DT

To apply, please send cv or telephone or write for an application form, quoting the appropriate reference, to Ammon Needham, PA Personnel Services, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Tel: 01-235 6860 ext 252.

Manager

Southern Hire Centre



Here is an opportunity to join Portakabin, an international group, which is an undisputed market leader in instant relocatable buildings and unique in its strength, resources and progressive career prospects. Group activities include the hire of a wide range of buildings and accessories, from a network of Hire Centres. The latest is located in South Essex. The Manager will take it over on completion of building and will be expected to improve upon an already profitable, £100,000 turnover from the South of England. Key attributes will be leadership, experience of a

highly competitive sales environment and the necessary integrity, enthusiasm and commitment to operate to the highest standards, where second best is failing.

An attractive total package is offered for this important position which will include a car, performance-related bonus and assistance with relocation where required. Full written applications should be forwarded, in confidence, to Roger Wood, Personnel Services Manager, Portakabin Limited, Huntingdon, York YO3 9PT.

Production Control Manager

West of London
c. £13,500 + 2-litre car

The company, part of a major group with sales of £13 million, supplies defence and aviation OEMs and users with a range of electromechanical equipment. The job holder will be responsible to the Materials Manager for ensuring that all customer order requirements are met by correct planning and control of materials and production consistent with minimum inventory to achieve sales output targets using a recently implemented MRP (AMAPAS Q) system. Applicants, male or female, should be appropriately qualified to degree/HNC level and have at least five

years in Production/Materials Control preferably gained in an electromechanical manufacturing environment. Assistance with relocation will be provided where necessary. Other benefits include free BUPA, 25 days' holiday, pension scheme.

Please send brief cv which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: W4133/DT, PA Advertising, Hyde Park House, 60a Knightsbridge, London SW1X 7LE.

Internal Auditors

Based Chester
c. £10,000 + benefits



North West Securities, one of Britain's leading Finance Houses, is expanding and needs to strengthen its professional Internal Audit team by appointing additional experienced Auditors to carry out assignments within the Head Office complex at Chester and throughout a network of over 70 UK Branch offices. Suitable applicants will probably be between 24 and 30 years of age, and have recently obtained a professional accounting qualification. They will have the confidence to work without constant supervision together with the ability to communicate effectively and a willingness to spend time away from their

homes. A clean driving licence is essential. North West Securities, a subsidiary of the Bank of Scotland, is a company offering much in the way of future potential and the rewards will include after a qualifying period: contributory pension scheme; profit sharing; BUPA membership; preferential loan terms; five weeks' holiday; car rental scheme and mortgage subsidy terms. Where appropriate relocation expenses will be negotiated.

Telephone or write to: Barry Taylor, Staff Department, North West Securities Ltd, North West House, City Road, Chester CH1 3AN. Tel: 0244 315351 ext 411.

Sales Representative



SAPA Limited is a successful aluminium extrusion and finishing company and has earned a considerable reputation for service, quality and reliability. We have a requirement for a Sales Representative to cover West London, Surrey, West Sussex, Hampshire, Wiltshire and Dorset. The position will appeal to an experienced person with a proven record in industrial setting. You will join

an aggressive salesforce where people of the right calibre are recognised and rewarded. The salary is negotiable, and the remuneration package includes a company car, non-contributory pension scheme, and free life assurance.

Please apply by letter or telephone for an application form to: Jane Smiley, SAPA Limited, Tibshelf, Derbyshire DE5 5NQ. Tel: 0773 672761.

Recruitment Consultant

London
package to £20,000
PA Sales Selection

Recruitment consultancy is a fascinating business! PA Sales Selection is one of the family of specialist recruitment and other services marketed by PA Personnel Services, part of the highly respected PA consulting group. We provide the complete sales and marketing recruitment service for our clients and tailor our 'product' to meet their needs. Our growth within the last four years has been exceptional - with a ten-fold increase in revenue during that period. To help play a major part in 'growing the business', we need another highly commercial individual to add further weight to our five-strong team and help ensure that our present rapid growth rate is maintained. This opportunity is likely to appeal to those in their late 20s-early 30s who have well-developed sales or

marketing backgrounds and broadly-based, highly-developed commercial skills which have been acquired either within industry or consultancy. Candidates should be educated to HND level or above, or alternatively, have a recognised professional qualification. This particularly attractive appointment will have strong appeal to a highly results-oriented executive who, from choice, now wishes to join a young, professional team working in a very stimulating yet informal environment. To apply, please send cv or telephone or write for an application form to James Gunn, Ref: SS5/0300/DT, PA Sales Selection, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Tel: 01-235 6860 ext 252.

Manager, Production Planning and Control

Electronic equipment
Gloucestershire
c. £17,500

This new appointment is responsible for the development, implementation and management of computer-based production planning and control systems within a fast-developing British technology-based group. The electronic equipment and systems products are leading edge and the group is about to commission purpose-built production facilities employing 150. The appointment reports to the Group Manufacturing Manager and the ideal candidate is likely to be a graduate aged 20 to 35, who has specialised in production planning and control systems - from product explosion to snip

control - in a quality, medium to high-volume electronic assembly environment. Starting salary is likely to be around £17,500 - could be higher for an exceptionally able candidate - and relocation assistance is available to the highly attractive Gloucestershire location.

Please send brief cv, or phone for an application form, in confidence, to Mike Brown, Ref: W49/884/DT, PA Personnel Services, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Telephone: 01-235 6860.

Data Communications Product Engineers

Hants
to £16,000

This extremely successful company is one of the leading innovators in data communications and owes much of its outstanding success to its technical excellence and superb support. Additional Product Engineers are now required to provide technical support to its development, marketing and sales outlets; to advise on product specifications; give training courses, and evaluate products; and to take on full technical responsibility and design authority for one or more products. Candidates, educated to degree level in electronics, electrical engineering, computer science, physics or

equivalent, should have a minimum of 3+ years' experience in telecommunications and must be able to interface effectively at all levels. Conditions of employment are highly attractive and will include relocation assistance if appropriate and a generous travel allowance.

Please send full cv which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: A8024/DT, PA Advertising, Hyde Park House, 60a Knightsbridge, London SW1X 7LE.

Regional Sales Manager



Sales
Representatives
Various UK locations
attractive salary + car

Rose Forgrove

BS&B Safety Systems are the world's largest manufacturer of bursting disk safety devices used by the chemical and petrochemical and power generation industries. Europe, Africa and the Middle East are managed from a central office in West London, supported by a European manufacturing plant. The company is expanding rapidly and is the dominant supplier in the European market. An energetic, self-motivated Sales Manager is required to undertake vigorous development of key industrial markets in Europe. Experience of pressure systems and/or chemical plant operation is required

and an engineering background is desirable. Sales management experience and total fluency in French are essential: any other languages will be considered a plus.

In addition to an attractive remuneration package, the successful candidate will have excellent prospects for career advancement.

For further information and an application form, please call Mr H J R Beveridge, (Marketing Director) on 01-894 10334, or write to him at BS&B Safety Systems Limited, Cable House, Turnham Green Terrace, Chiswick, London W4 1OP.

Territory Management

Hospital products
attractive salary + car

N7 Medical

N7 Medical is an established but fast-growing medical company within a successful group of British-owned companies. The products include disposable and reusable hospital devices, as well as a revolutionary new dressing. We require Territory Managers to share in the future success of this company. Successful candidates will be experienced, self-sufficient and effective salespeople with management potential, who are able to demonstrate negotiating skills of the highest order, preferably within the health-care market. These positions are field based covering the following areas: Northern Ireland/Scotland/North West & Mersey

RHAs/East Anglia & NE Thames RHAs/Oxford & NW Thames RHAs/SE Thames RHAs/SW Thames & Wessex RHAs.

In return for determination and hard work we can offer you an above-average basic salary, plus incentives, a Sierra 1.6L or equivalent car, business expenses and large company benefits. Promotion prospects are excellent and, above all, you will have the opportunity to share in the success of a new sales and marketing venture seeking rapid growth.

Candidates should submit a current cv or apply for an application form to: John Dawson, Group Personnel Manager, Needle Industries Limited, Studley, Warwickshire B80 7AS. Tel: 052 785 2301.

PA consulting group: Management Consulting - Technology - Computers and Telecommunications - Personnel Services

DIGITAL

“ Could you devise a solution to perform complex digital filtering at speeds 100 times greater than current 16 bit microprocessors? ”

ANALOGUE

“ Have you the ability to design a military 20 bit A/D converter with a multichannel KHz conversion capability? ”

SOFTWARE

“ Faced with the task of designing a multi microprocessor configuration using a shared resource, could you solve the problem of simultaneous access? ”

SYSTEMS

“ Could you determine the requirements and implement the overall design of a new weapons system? ”

Our tasks cover a wide diversity of applications such as navigation and guidance; gunfire and missile control; underwater weaponry and electronic warfare. To take up these challenges, we need Hardware, Software and Systems Engineers with a minimum of 2 years' post-graduate experience.

If you would like to work in a stimulating environment, offering diversity and challenge, then make sure you come and see us at one of our informal interview locations.

We hope you will be able to come, but if you can't please write or phone Kevin Harris, Senior Personnel Officer, British Aerospace Dynamics Group - Bracknell Division, Downshire Way, Bracknell, Berkshire, Tel: Bracknell (0344) 483222.

We are an equal opportunity employer.

EVERY DAY OF THE WEEK, OUR ENGINEERS FACE CHALLENGES LIKE THESE

INFORMAL INTERVIEWS

We'll be here to welcome you at:

Harrow Hotel, Harrow, on Thursday 27th September, 4.30pm - 9.00pm. On A404.

Holiday Inn, Slough, on Friday 28th September, Commonwealth Suite 4.30pm - 9.00pm.

Queens Hotel, Farnborough, Hampshire, on Thursday 11th October, Farnborough Suite, 4.30pm - 9.00pm. Opposite RAE on A325.

SALES OPERATIONS MANAGER FROZEN FOOD

Thriving sales and vigorous marketing is the route chosen by this successful food manufacturing Company to double in size quickly across all market sectors. Brand identity is of national significance. This new appointment is designed to ensure the ever increasing momentum in the market-place is sustained by efficient co-ordination of the interfaces between the point of sale and all Company operations.

Accountability will be for the planning, analysis, and control of sales operations. Responsibility will be to the Managing Director. The key requirement is a proven record in defining and operating a total management information and control system - manual and computer based - designed to achieve optimum sales performance and allow sales management to exploit market opportunities rapidly with confidence. Experience will have been with food companies that have exacting standards of professional competence.

Age: probably late 30's. The salary indicator is £16,500 with attractive conditions of service including car provided. Location: North West.

Letters from suitably qualified men or women should include a detailed curriculum vitae including salary progression to date which will be handled in confidence by Dr A G Roach.

ROACH

A G ROACH & PARTNERS
MANAGEMENT CONSULTANTS
433, EDGWARE ROAD, LONDON W2 1TH

Purchasing Executive

North West based Circa £15,000 + Car

Prime responsibility will be for the sourcing of electronic components and related materials in Europe and the Far East. This is to meet the needs of our client's data communications equipment manufacturing operations in Canada and the United States, as well as the UK.

Reporting to the Corporate Purchasing Manager based in Canada, the appointee must demonstrate considerable overseas sourcing achievement, ideally within the electronics industry. Experience of modern management information systems, including MRP, is also essential. Scope will be extensive in a business geared to constant new product introduction and rapid change. Worldwide sales are currently £50m and continued dynamic growth is forecast.

The demands of the job necessitate mobility and success will create career development opportunities within this profitable corporation.

For a confidential application form, male or female candidates should ring or write quoting reference number 696/DT. Telephone (24 hours) 0625 533364.

Wickland & Westcott
& Partners

LONDON - PARIS - BRUSSELS - DUBLIN
Executive Selection/Management Development
Eagle Star House, 16a Alderley Road, Wilmslow, Cheshire. SK9 1QX
Tel: (0625) 533364

Sales Manager

Somerset

For an autonomous company within a major group. The company (whose turnover is in excess of £6 million) produces rubber and pvc soiling materials for the shoe industry and has an excellent reputation for quality and service.

Reporting to the General Manager, the sales manager will head the company's small sales team and be responsible for increasing turnover. This will be achieved by securing new outlets for the company's products in addition to developing business with existing customers.

The primary requirement is for an experienced sales manager with the ability to organise and motivate a sales team and demonstrate a successful selling record. A chemical engineering background or experience gained in the shoe industry will be an advantage. Age: 35 - 42.

The salary offered is up to £16,000 plus a car and other benefits which include a non-contributory pension scheme and private medical insurance.

Location: Yeovil.

Please reply in confidence to: Al Walker (Ref 98).

TML & KMG
Thomson McLintock Associates
15 Pembroke Road Bristol BS6 3BG

ATE Programmers

£9 - 15K plus bonus

A real opportunity to stretch your skills

Our client has something special to offer in test programming services. Major electronics companies have recognised this and business is growing rapidly.

They need additional professional electronics engineers with one or more years experience of ATE programming, ideally in 'in-circuit' testing.

If you can work on your own initiative with the minimum of supervision, here is a great opportunity to see short term projects through from beginning to end in a commercial environment free from large company restrictions.

You must be an able communicator who can relate to technical staff at all levels.

Efforts do not go unnoticed. The positions which are based in Cambridgeshire will have extremely competitive salaries and an annual performance related bonus. Relocation assistance will be available in appropriate cases.

Please send your C.V. to John Faith, quoting reference TP/TA or telephone for an application form. This position is open to both men and women.

Cambridge Recruitment Consultants
1a Rose Crescent, Cambridge CB2 3LL. Telephone: 0223 311316.

ADVANCING THE NEW ERA OF RETAILING

GENERAL STORE MANAGER £26K Package

Asda, innovators of the superstore concept, continue their outstanding success story. Profits peaked at £81.9 million in the past financial year. Approximately 2m. customers regularly shop at Asda's 96 stores each week. Sales figures soared to over £1.5 billion, and, with 7 Superstores opening prior to Christmas, the opportunities for further expansion are endless.

We're embarking on a new era of retailing, in which the contribution of our General Store Manager is crucial. Make no mistake, this is no easy task. Responsibility for the day to day running of the store is yours. That embraces maximising profitability to motivating approximately 350 staff.

It's a diverse, demanding position calling for an exceptionally high calibre of candidate. You'll combine a flair for retailing with extensive management experience.

Administrative ability and business acumen are further essentials. So too are strong leadership qualities and outstanding communication skills. We're looking for an innovative individual with an original approach to retailing, and the flexibility to meet constant new challenges.

In return, Asda offers unrivalled opportunities for personal development plus a prestigious benefits package, including an excellent salary, company car, BUPA, share option scheme and generous relocation benefits.

If you have the varied abilities to meet our demands, then please write for an application form and further details quoting Ref. no 4/DT, to: Mr. Peter Rose, Company Personnel Manager, Asda Stores, Asda House, Britannia Road, Morley, Leeds LS27 0BT.



ALL TOGETHER BETTER
Asda

HARDWARE/SOFTWARE PROJECT MANAGERS

£14-18,000 plus car

Ten out of ten for innovation

The fact that we are looking for at least 10 new project managers is a strong indication of the scale of the investment at our major new R & D headquarters in Hertfordshire.

But the physical size of our development plans, although impressive, isn't really the most important feature. What is, is the fascinating nature of the technology involved and your personal influence in a unique R & D environment that drives our commercial success and our imaginative innovation.

The ingredients in the equation include both mini and micro computers, precision image processing, laser and optic technology creating a range of world leading products so fascinating in the sheer boldness of the technical concepts behind them, they will stretch the best of technical minds.

But technical talent isn't enough. As a commercial organisation working exclusively on non defence projects, both project budgets and timescales are made to be kept. Hence commercial involvement is a distinct feature of the project manager's role and takes you beyond the sphere of the design bench into close involvement with marketing managers and customers alike.

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It's likely that you'll be in your late 20's or early 30's and are more than prepared to step into what could be your first management role. You'll see yourself as an electronics specialist, but as some teams have a distinct software bias an appreciation of real-time software, data compression, or bit-slice techniques would also be of value.

We'd like to show you just what we mean by imagining, so for further information call Mike Sterling on Hemel Hempstead 218311. Alternatively, either leave a message requesting an information package on (0442) 42557 (24 hour answering machine), or send a brief CV to Mike Sterling, Resourcing Manager, Crosfield Electronics Ltd., Three Cherry Trees Lane, Hemel Hempstead, Herts. HP2 7RH.

Crosfield Electronics
Engineering the imagination

Sales and Customer Service Opportunities

For our highly competitive service industry, consistent excellence of personal services at all points of contact with the customer is a prerequisite of success. In order to attain our corporate goal of being the best airline in the world we must ensure that effective sales and marketing messages are transmitted to all British Airways personnel.

The achievement of market and customer orientation requires an up-to-date, creative, and lively team of professional trainers, working closely with line managers to produce service excellence. A further objective is to develop training programmes of value to clients within the travel industry.

If you come from a sound sales/marketing background and have already demonstrated your abilities as a trainer, this could be your opportunity to get to grips with all the challenges involved in activating training developments for a dynamic market led organisation. All the following new appointments are open to men and women with well developed communication skills, proven powers of persuasion, and no objection to long hours and overseas travel.

Sales & Customer Service Training Manager

In this key appointment your first task, in co-operation with the Customer Services Manager, will be to establish the team needed to achieve the goals set out above.

Customer Service is a vital part of British Airways marketing strategy and this must be reflected in all new programmes developed. A 'needs analysis' is required in order to help line management meet their responsibilities for staff performance. You will also work with other areas of the company to define the core supervisory and managerial qualities appropriate to those leading customer contact staff in the new British Airways style of management.

You should currently be running a training department or be involved, at senior level, in developing marketing strategies and sales plans for a major organisation. You will certainly be able to demonstrate your effectiveness as a trainer in a sales and marketing context, and will have developed and implemented effective programmes of training for trainers. A graduate and/or professionally qualified, you will display well developed analytical and problem solving skills and the level of professional commitment to measurable achievement that will earn the full respect of line management and your own team.

Successful applicants for this job will be unlikely to be earning less than £15,000 currently.

Sales & Marketing Training Advisers

You will play a lead role in generating effective sales and marketing awareness inside British Airways. This you will do by identifying and developing the customer concepts of training professionals and 'trainers' in the service of business. Your approach will depend to a large extent on ability to develop good 'client' relationships with British Airways line managers, and to cooperate fruitfully with senior management in visualising and preparing for future needs. You'll be personally responsible for developing and running high level sales and marketing training programmes, both for trainers and other staff.

Educated to degree level, you'll have been involved in strategy or planning in a marketing role. On the training side you'll have had experience of training people in the use of sales and marketing techniques. You'll have achieved good results in training courses. Beyond this we're looking for highly developed problem solving skills and a flow of new ideas. You'll be eager to test out in an organisation that encourages innovation. Ref. SMT.

Training Co-ordinator, External Clients

The main emphasis of this role is on running 'third party' training as a heavily defined business, designed to operate as an effective and profitable service for our travel industry clients. Thus you will develop your own policy, prepare your own strategy and undertake your own sales review - all in the light of British Airways' corporate strategy and market needs. This appointment is tailor made for an entrepreneurial individual who is ready to seize potentially profitable opportunities - and also to take calculated risks. At the same time, you'll need to demonstrate a high level of credibility and sound judgement.

A graduate or equivalent, preferably in a business related discipline, you will have had at least three years' practical marketing experience in an area such as advertising, selling or marketing. You will also have had training experience in the use of marketing techniques and the analysis of training needs. An up-to-date knowledge of the travel trade would obviously be an advantage and we will expect you to show evidence of ability to relate your original thinking to the positive requirements of projects or briefs. Ref. TCG.

These positions attract salaries across a range from £12,000 p.a. - £15,000 p.a. dependent on experience and expertise.

Training Design Co-ordinator

Currently our training consists of a mix of face-to-face, training, programmed instruction and computer assisted instruction. The Design Co-ordinator will run a small development team tasked to help the other job holders to convert training needs into training programmes. Expertise in training methodology and techniques and a knowledge of how people learn will be required to ensure training is both learner-centred and cost effective. Training programmes are required to meet a variety of changing needs in a way which blends the technical knowledge and skills of each job with the customer contact skills required company-wide.

A graduate or equivalent, preferably with a qualification in Behavioural Science or with at least 3 years' experience of designing and delivering a variety of training programmes, preferably for those with customer contact. Ref. TD4.

This position will attract a salary of up to £12,000 dependent on experience.

All the salary packages include a contributory pension scheme, holiday bonus, favourable holiday travel and profit sharing. But what could be even more attractive to ambitious people are the excellent prospects of further career development within or outside British Airways' training area. These posts are earmarked for people with the potential to reach senior management level.

Please write, quoting appropriate references, enclosing a full C.V. to: Trevor Austin, Manager Recruitment and Selection, British Airways Plc, P.O. Box 10, Heathrow Airport - London, Hounslow, Middlesex, TW6 2JA, marking the envelope S49.



British Airways

The world's favourite airline

Geophysicists

London

to develop new exploration plays from half a million kms of seismic

Conoco is one of the world's leading energy companies and part of Dr. Port, a unique resources/high technology enterprise ranking among the 10 largest industrial corporations in the world. Conoco (UK) Limited is primarily concerned with the exploration, development and production of UK oil and gas reserves.

Right now, our expanding activities have created openings in our London office for experienced explorationists.

Our explorers have a data base of over 1/2 million kms. of seismic and several hundred wells on which to develop new exploration plays using the latest computer-aided interpretation methods. In addition, they have access to a multinational exploration and research organisation to provide state of the art backup for their ideas.

We have a strong acreage position, both onshore and offshore, and a positive approach to evaluating open acreage. The range of projects you will be working on varies from

detailed 3-D interpretation to regional seismic stratigraphic evaluation of complete depositional systems. Emphasis is placed on the integration of geological and geophysical interpretation. The opportunities to build on your skills and experience working on a variety of challenging projects are considerable; so too are the opportunities for advancement both at home and overseas.

To qualify for these attractive opportunities, 3 to 5 years' interpretative experience is essential.

In addition to an attractive salary, our comprehensive benefits package includes non-contributory pension, optional stock purchase plan and generous relocation to the London area, where appropriate.

Please telephone (01-730 7584/7749, at any time) or write in the first instance for an application form to Ian White, ref. D.83, HAY-MSL Recruitment Advertising, 52 Grosvenor Gardens, London SW1W 0AW.

CONOCO
CONOCO (UK) LIMITED

The Energy Company

TECHNICAL MANAGEMENT

Surrey £13-15K+

Bird Eye Wall's, a subsidiary of Unilever, are seeking experienced and well qualified professional applicants who will be between 25 and 35 - for the following posts:

ENGINEERING MANAGER

Suitable applicants will be engineers of high achievement who can demonstrate a practical application of their knowledge and experience across a wide spectrum of disciplines.

The majority of our operation, which has become highly mechanised, is associated with Packaging and Mechanical handling, and we now require a self-motivated engineer who will enjoy the challenge of ensuring that the Company is taking full benefit from the rapid changes in technology in these areas of activity.

INDUSTRIAL ENGINEERING MANAGER

The successful applicant, who will join a small specialist team, will have experience in factories and in the management of more electronic. He/she will be responsible for the maintenance of productivity performance records and the development of productivity programmes across the Technical Division.

Both appointments will be at Head Office but considerable travel within the U.K. is envisaged. Career opportunities are excellent both within Bird Eye Wall's and the Unilever Organisation.

Please apply in writing giving details of age, education, qualifications, experience and current salary to: Ruth Williams, Personnel Manager, Watson Court, Bird Eye Wall's Limited, Station Avenue, Walton-on-Thames, Surrey KT12 1NT.



Wall's

Fuel & Energy Engineer

to £14,000

The work specialises in fuel and energy utilisation associated with refuse treatment and disposal, an area in which we have an enviable reputation. Responsibility will therefore include feasibility studies, concept design, plant specification, project engineering and management.

The Process Engineering Division is part of one of Europe's largest consulting engineers. Our work covers a very wide range of capital projects at home and overseas in both the public and private sector. The range

of experience will certainly enhance career prospects.

Candidates should be Chartered Engineers or graduates in Mechanical Engineering with experience in fuel and energy related industries preferably extending to solid waste disposal or resource recovery.

Please write with full details of career qualifications and salary progression to: Ian Bowers, Head of Personnel, WS Atkins Group Consultants, Woodcote Grove, Ashley Road, Epsom, Surrey, KT18 5BW.

WS Atkins Group Consultants

The Queen's Award for Export Achievement to the WS Atkins Group

SALES CAREERS IN WEIGHING

c.£12,000 + commission + 2 ltr. car + exceptional benefits
Northern Home Counties and Midlands

Molenschot, internationally recognised experts in the field of weighing technology are reorganising, rebuilding and expanding the U.K. under new ownership and backed by considerable new investment. Whilst retaining the best of the old, with technical excellence and a reputation for quality, we have now created a new image and a dynamic approach to our international marketing. To achieve this exciting growth, we therefore need additional Sales professionals to concentrate their efforts in London, the Home Counties and the Midlands regions.

Probably in your 30s or early 40s you will have good sales experience, ideally, but not essentially within the weighing or similar technical environments. Without doubt you will have the drive and

enthusiasm to succeed in a Sales role, the ability to assimilate knowledge of new high tech products and the flexibility to assess a variety of complex applications.

Responsible directly to the U.K. General Manager you will receive, in addition to a high basic salary, commission structure, quality car and excellent company benefits. The opportunity for exceptional personal development and the full backing and support of this international market leader.

Applicants, male or female, should apply with full personal and career details to: Maurice J.E. Wiltshire, Mercuri Urval Ltd., 1 College Road, Harrow, Middlesex HA1 1YZ, quoting ref. no. 575 or telephone 01-863 0966 for further details.

Mercuri Urval

Physical Metallurgist

for a management post in research with leading cemented carbide manufacturer.

Located near Johannesburg, the Boart Research Centre is an integral member of the worldwide Boart International group of companies. At our sophisticated R&D centre, we carry out research in technological innovation as well as in the development of mining tools and equipment for the entire group.

We enjoy an international reputation for technical excellence in the hard metal field and our research findings are much sought after by international conference convenors.

An internal promotion now prompts us to seek a Physical Metallurgist who, as a Section Head reporting to the Research Manager, will lead and motivate a team of young graduates working on projects connected with various aspects of ferrous metallurgy, corrosion prevention and cemented carbide technology. He will also liaise with senior production management.

Applicants should therefore have a PhD in materials-related research together with natural man management ability, good report writing skills and, ideally, a knowledge of powder metallurgy principles.

Salary, negotiable to R36,000 p.a., will be augmented by comprehensive benefits including a company car, free air passages to the Republic, baggage allowance, free initial accommodation, a settling-in allowance, medical aid scheme, pension fund, free life and accident insurance cover.

South Africa itself will provide a very high standard of living, a year-round outdoor climate and excellent educational facilities.

Please write giving full personal and career details to S.A.A. Bryant, ACIS International Appointments Ltd., 40 Holborn Viaduct, London EC1P 1AJ, quoting ref. SD7/20/84 and listing a daytime telephone number. Interviews will be held in the UK early this November.



Boart Research Centre
Boart International Limited

PER

Professional & Executive Recruitment

Timber Products

Our client, pleasantly situated on the fringe of the Yorkshire Dales, is involved in the manufacture of high quality timber products. Due to continued expansion they can now offer the following excellent opportunities to join this young, autonomous subsidiary of a large public company.

Works Manager

This is a new appointment within the company and you will be directly responsible to the Managing Director for the overall smooth and efficient operation of the works. This will involve planning, production and distribution of finished goods together with motivation and management of the staff. Line management experience in batch production is essential - preferably in the Timber industry. We are looking for a dynamic, ambitious person with good management experience and commercial awareness. Age 28+.

Five figure salary

Sales Executive (UK)

This job would suit a Senior Sales Executive or Regional Sales Manager with experience in preferably timber or related products, selling to architects and/or builders and/or business merchants, who will have technical and quality product. You will be selling a very competitive priced high quality product. There are no limits on age or residential location providing you are "the person for the job."

Full CV to Miss Anna George, PER, Green House, Herby Square, Liverpool L2 7SP.

Production Manager

Bio-Chemicals **Cheshire**

An international company manufacturing fine bio-chemicals and biotechnological research instruments needs an experienced Production Manager to join a small, closely knit team at its new European HQ in Cheshire. The job involves responsibility for raw materials purchasing and process, involving proprietary purification techniques to the highest quality standards; and management of the packaging function. Aged 28/45 and at least HNC level in Chemistry or Bio-Chemistry, you must be a Physical Chemist and have relevant supervisory experience in the fine chemical industry plus the commitment and commercial acumen needed to help develop this new operation.

Excellent rewards and prospects. Telephone Dorothy Thompson at PER, Warrington on 0525 52783.

Commercial Director

Food Industry **North West**

Privately controlled food manufacturing, trading and distribution Group seeking to accelerate growth and ensure succession are creating the new position of Commercial Director on the Board of the Group's main operating subsidiary. The Company have sales in excess of £22m and employ 280 people in 250,000 square feet of modern freehold factory, warehouse and office premises in the North West of England. Corporate activities fall into two main divisions being the processing and the supply of ingredients to the food manufacturing industry and the manufacture and packaging of brand leadership products to the grocery and catering sectors. The Company have developed rapidly in the past ten years and as a result of recent Group restructuring have the opportunity to expand further on a broader base. The Commercial Director will be responsible for the administration, co-ordination and development of the Company's sales and marketing strategy reporting directly to the Board. The successful candidate is likely to be over 35 with a comprehensive general management record within the food industry, personable and capable of motivating and leading by example. An attractive salary commensurate with the responsibilities will be agreed together with car, pension, BUPA, travel allowance etc.

CV to Lynne Sedgwick, PER, 75 Sackville Street, Warrington WA1 1GL.

Engineer - Electronics Components

Rural West Midlands

A major Project Company, located in rural West Midlands and involved with many aspects of electronics design and development, is seeking an Electronics Components Engineer. The person appointed will be responsible for creating and maintaining an approved list of electronic components and will be involved in co-ordinating the procurement of components and in the development of the electronic components using mechanical considerations, as well as the investigation of components and failures. Applicants should be qualified Engineers with at least three years electronics design experience, a good knowledge of components and a good knowledge of production processes. An attractive, competitive salary package, including relocation and travel, if appropriate, will be available. Please write giving details of career to date, to Barbara Woodward, PER, Foreman Court, Shefferson Lane, Birmingham B4 6DS. Tel: 021-230 0971.

Marketing Operations Manager

Manchester **c £17,000 + Car**

The Co-operative Wholesale Society Ltd is seeking the best marketing professionals to join a highly successful team within their Food Marketing Group. Reporting to the Marketing Manager, you'll be responsible for planning and implementing retail marketing strategies, promotional activities and advertising campaigns within broad marketing policies aimed at keeping ahead of a highly competitive market. Ideally 28/35 and degree level, your background will be in FMCG marketing. Product management experience is vital, coupled with the wish to adapt to a wider marketing concept. Persuasion, tenacity and communicative skills essential.

Excellent rewards and prospects. CV to Mr. A. R. Gray, Group Personnel Manager, Co-operative Wholesale Society Ltd, Food Marketing Group, New Century House, Manchester M60 4ES.

Works Manager

Metal Closures Thermoplastics Ltd.

The company manufactures an extensive range of plastic injection moulded crates, caps and trade mouldings, as well as new high technology products. There are 130 employees at the Salford factory. We now require an experienced Factory Manager, with good qualifications and a background within plastics processing or allied industry. Ability to assume full line management responsibility for production, works engineering, labour control, quality, transport and other services is essential. This is therefore an excellent opportunity for a Manager in the 30-45 age range with all the strengths and enthusiasm which this job demands. Salary will be negotiable, there is a company car, pension scheme and attractive conditions of employment.

Send CV to The Personnel Manager, Metal Closures Thermoplastics Ltd, Salford Road, Salford M6 9TT.

A member of The Metal Closures Group of Companies

Packaged Grocery Negotiator

Manchester c £15,000

The CWS Food Marketing Group is responsible for a £5m-£10m retail operation with a reputation for quality produce at realistic prices. Complementing a highly motivated team, you will be responsible for a defined product range - negotiating with major manufacturers for the supply of branded and own label goods to retail and distribution outlets within the organisation. Prices, terms and promotions will be assessed and monitored with a keen awareness of this highly competitive market. Ideally 30/40, you will have similar previous experience of multiple buying. Knowledge of FMCG marketing would be advantageous.

Excellent rewards, prospects and benefits. CV to Mr. A. R. Gray, Group Personnel Manager, Co-operative Wholesale Society Ltd, Food Marketing Group, New Century House, Manchester M60 4ES.

Export Sales Challenge!

Fork Lift Trucks **c £9,500 + Car + Comm** **Coventry**

Producing some of the world's finest Fork Lift Trucks, Coventry Climax need to strengthen their Export Sales team with a responsible and energetic sales professional. An Export Area Manager is needed to be responsible for developing sales in the Middle East - a territory with substantial existing business and exciting further potential. Aged 24-30, overseas sales experience is not essential but you must have a proven record of sales high level commercial equipment in an engineering environment in the UK. Knowledge of French an advantage. Excellent salary, commission, bonus, car and other benefits.

CV to Steve Mills, PER, Southfield House, New Union Street, Coventry CV1 2PE. Tel: 0203 23286.

Design Engineers

Leicester **Degree level**

In maintain our leadership in the field of precision measuring instruments and thermal mixing equipment, we need degree-level Engineers.

Hardware Design Engineer

Electronics Engineer with min 2 years design experience with 6 or 16 bit microprocessors plus some software experience. In design develop electronic interfaces, controllers and other system hardware for multi-processor based instruments.

Electronic Design Engineer

Key role in the design/development of analogue/digital systems. Honours Degree and min 4 years design experience. Project leadership experience advantageous plus familiarity with MDO procedures.

Mechanical Design Engineer

With broad design experience involving analysis work including vibration and finite element. Mathematical background plus ability to use computers.

Competitive salaries/benefits. No location restrictions. Genuine prospects. For application form, contact Mr. J. Dennis, Personnel Manager, Rank Taylor Hobson, Rank Taylor Hobson Ltd, PO Box 261, New Star Road, Leicester LE4 7AP. Tel: 0533 763771.

Project Management Teams

Overseas Contracts £15/£30,000 pa.

SSS ULTRATIST FIELD SERVICES DIVISION, part of the world's largest project management team, is seeking experienced Engineers to cover a wide range of Petro-Chem construction Projects throughout the world. The teams will comprise of Senior Engineers/Inspectors covering: Project Design; Construction; Structural; Mechanical; Electrical; Instrumentation; Commissioning; O&M; D&S; Planning; Industrial and Supervisory grades. Manual Skills available on some contracts. Previous applicants please apply.

Interested? Send CV to SSS ULTRATIST Field Services Division, ULTRATIST House, Bapchild Lane, Lower Garsall, Pudsey, West Yorkshire. LS28 7JH.

Selling "Hi-Tech" Capital equipment

U.K. & Europe **Manchester-based Top Sal + Car**

The vast marketing potential of its Data Acquisition and Control Systems equipment means this very innovative company needs a Sales Manager to play a major role in future growth. Your brief will be to mastermind the sales of this highly sophisticated capital equipment to heavy industrial users throughout the UK and Europe - via Sales Executives, Agents or possible Franchisees. Aged around 35/45, you must have a proven engineering sales "track record" - ideally involving data systems software. A last moving, committed professional will be offered a very attractive "package".

CV to Cheryl Thomas, PER, Lundy House, Marlow Road, Manchester M2 3AN.

Retail Warehouse Manager

Cumbria **Attractive Salary + Car**

Kangol Wear Ltd - leading headwear manufacturers - require a Warehouse Manager in Cleator, Cumbria. You will be responsible for the organisation and administration of a retail warehouse handling over 4000 stock points and the nationwide distribution of goods to retailers plus some overseas shipment. You should be an experienced Warehouse Manager used to working in a team-working environment with computerised systems. Experience of modern stock control techniques is essential together with the ability to liaise confidently with production units and customers. A production background and experience in a unionised environment helpful. Excellent rewards and prospects.

CV to Paul Jones, PER, Victoria House, Dransfield Road, Preston PR1 2BX.

Senior Research Chemist

Lancashire

An energetic, progressive and very successful manufacturer of acrylic resins for the surface coatings and sealants industries has a career opportunity for a talented and innovative Chemist. As Senior Research Chemist, you will develop production techniques to enable the company to launch a new own-brand product range and will ultimately lead your own research team. Customer liaison will be involved. Applicants should be degree-level Chemists with around 5 years experience in the manufacture or application of solvent or water-based acrylic resins. A confident, creative Chemist will be offered excellent rewards and prospects.

Send CV to Cathy Hume, PER, Victoria House, Dransfield Road, Preston PR1 2BX.

Depot Manager

Attractive Salary + Car **Cheshire**

A Warehouse and Distribution Manager, used to computerised systems, ideally with Fast Moving Consumer Goods experience? Then this could be your opportunity to manage and establish a team working in a new depot. The company are the UK's largest micro computer terminal and ancillary item distributor, expanding rapidly. You will control the receipt and storage of all goods, maintaining optimum stock levels, be responsible for security, planning dispatch, working to stringent delivery schedules. Aged from 30 years, industrious with obvious influencing skills, you will be totally committed to quickly establishing this successful business.

Please phone Lynsey Street on Warrington (0925) 52153.

Training Officer

International Paint (Laydown Group) are looking for a Training Officer to provide an in-depth, high-quality training service to develop more effective utilisation of manpower resources within a multi-product operating unit. Reporting to the Personnel Manager, the successful candidate will be educated to degree standard and probably be a member of IPM, and will assume total responsibility for the training function. The appointed candidate will analyse, develop and implement on a continuing basis, all training policies, programmes and activities at all levels of the organisation. An attractive salary together with other large scale company benefits will be offered.

Interested candidates should write or telephone for an application form to Mr. K. L. Munster, Personnel Manager, Laydown Works, PO Box 358, Rotton Park, Stratford, Birmingham B15 2NS.

Software Designers

Real-Time Systems **Cheshire/N. Staffs Border**

As a major company we are seeking applicants for design and implementation of software on computer and control systems mainly for the civil engineering services. The job requires involvement throughout all stages of a project from initial tender to customer acceptance. Personnel are also required to assist with product development of intelligent workstations which form the basis of distributed CD systems. Successful applicants are likely to be qualified to degree level with 2-5 years experience of software for real-time systems. Specific applications and languages are less important than the ability to respond to a demanding role.

CV to Barbara Woodward, PER, Shefferson Lane, Birmingham B4 6DS.

F.M.S. Engineering

Birmingham **Negotiable Salary**

As part of our continuing advancement in the field of CNC Machining Centres, Turning Centres, and Flexible Manufacturing Systems we have a range of vacancies in these exciting aspects of High Technology Engineering. These include FMS Applications, Software Electrical Design Engineering, and Mechanical Design. Engineers aged 24-45, preferably qualified to minimum HNC level or above, and with experience in these fields or those wishing to develop their careers should take this rare opportunity to join in the latest in Machine Tool Development. Salaries will be negotiable commensurate with experience and age and carry the usual benefits associated with a major employer.

Write full CV to Liz Bradshaw, PER, Feeder Court, Shefferson Lane, Birmingham B4 6DS.

Production Engineer

c £12,500 plus bonus **Liverpool**

A challenging opportunity is offered by a major international engineering organisation, for a Production Engineer with managerial skills. You would be a key member of the management team of a recently-built medium-sized site, which has received considerable capital investment in computer controlled systems and CNC machines. In charge of a large Production Engineering Department, you would be responsible for maintaining and modifying manufacturing layout in an environment where manufacturing demands call for substantial change. Aged 27-45, you should be able to lead and motivate your team, preferably degree level with some knowledge of latest manufacturing methods and technology. Benefits include relocation if necessary and a valuable share bonus scheme.

Write to Janet Allen, PER, Foreman Court, Shefferson Lane, Birmingham.

Paint Sales Management

Johnstone's Paints - famous for quality - need two professionals to strengthen their UK sales operation.

Field Sales Management

Manchester Min £12,000 + Car

New job involving the supervision and motivation of the nationwide field sales force. Considerable travel involved including some key accounts sales. Proven sales management record essential together with knowledge of paint industry.

Area Sales Management

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PRINCIPAL COST/PLANNING ENGINEER

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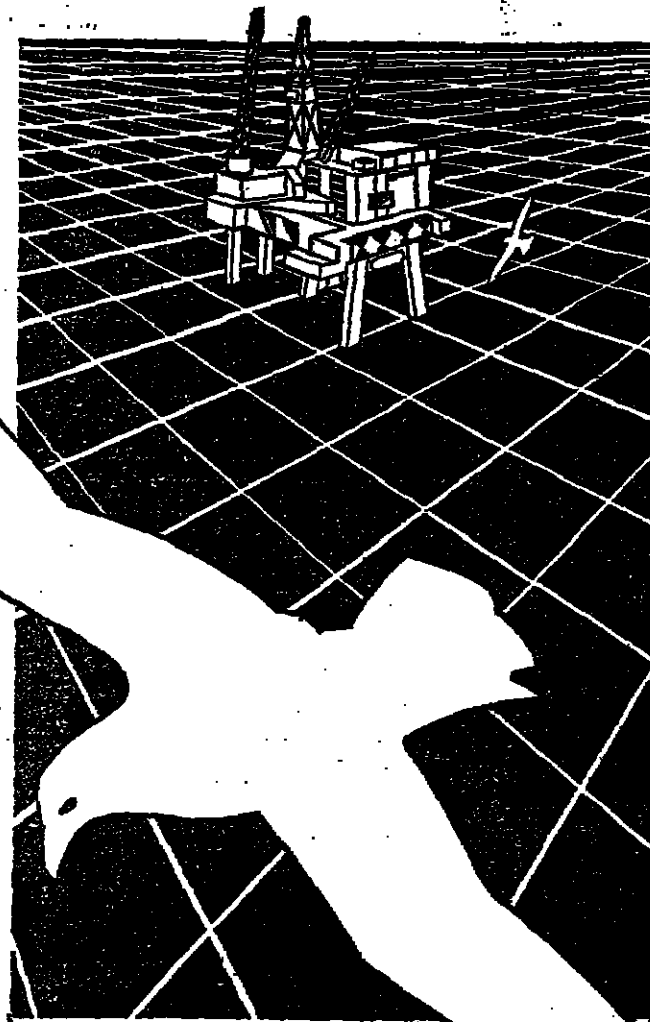
You will be working within a project team as head of cost/planning operations and since the project is just commencing, you will have the opportunity of seeing it through from start to finish.

You will be professionally qualified, either a Chartered Engineer or a Chartered Quantity Surveyor, with at least 7 years' experience of project engineering and specific knowledge of the cost/planning requirements of North Sea projects. With this level of experience, you will be aware of

the importance of adopting a logical, analytical approach to problem-solving and of paying attention to detail. You will also be familiar with computerised systems and able to display the necessary flair for leadership to enable you to fulfil your senior role in the team. You are likely to be aged between 35 and 45.

If you join us, you will, of course, enjoy a remuneration package that reflects the importance of the position and its Central London location. In addition, you will benefit from our experience of and commitment to professional project management and from the opportunities for career progression that are being created by our achievement.

Please apply for an application form in writing to: Shell UK Exploration and Production, UEP/152, Shell-Mex House, Strand, London WC2R 0DX, or telephone 01-257 5001. Please quote Ref no: DT27984.



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Senior Credit Analyst

Up to £13,500 p.a. + car + benefits

Chartered Trust plc., is one of the country's leading finance houses and a wholly owned subsidiary of Standard Chartered Bank PLC. We wish to appoint a Senior Credit Analyst at our Head Office in Cardiff.

Reporting to the Commercial and Industrial Credit Manager, the successful candidate's main responsibilities will be:-

- leading a small professional team engaged in the assessment of clients' creditworthiness
- assisting the Commercial and Industrial Credit Manager in providing professional advice and training on all matters relating to credit
- liaising with Technical Services Department regarding computerisation of accounts information

This challenging opportunity, which offers excellent opportunities for career development, should appeal to candidates who are professionally qualified in an accounting or banking discipline and who probably hold a degree. The ideal candidate will have a minimum of 4/5 years' post qualification experience, including some experience with computerised systems and a knowledge of credit assessment. A mature approach is essential, together with the ability to liaise effectively with Senior Management.

A competitive benefits package will be offered, including a Company car, eligibility to join a subsidised mortgage scheme and generous assistance with relocation expenses, where appropriate.

Please apply to: Mr. P.R. Symes, Training & Development Manager, Chartered Trust plc., 24-26 Newport Road, Cardiff, CF1 1SR. Telephone: (0222) 484484 ext. 2120.

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is searching for an

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at its Rome Headquarters

To be located in the Visual Media Section of the Information Division, and responsible for the day-to-day operation of a highly sophisticated audio-visual briefing room.

Essential qualifications: five years' experience in the field of audio-visual aids production and presentation. Demonstrated ability to operate electronic control equipment for automatic slide projection systems. Fluent working knowledge of English, French or Spanish and a limited knowledge of one of the other.

Creativity will be encouraged and could lead to increasing participation in the production of single and multi-screen audio-visual programmes. A three-year renewable contract is offered. Salary and conditions of employment are attractive.

Applicants should send their curriculum vitae to: CASELLA SPI 60 L, Piazza S. Lorenzo in Lucina n.6-00186 ROMA.

WANTED: SLIGHTLY USED EXECUTIVES

If you are an able, experienced executive or professional person, yet somehow are not making the most of your potential, perhaps you need a new approach to your career. To learn how 'slightly used' executives have profitably renewed their careers, telephone for a free, confidential appointment - or send us your C.V.

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Manchester: 061-272 7772, Johnson Business Centre, 101 BHL

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We also specialise in 'Outplacement' for organisations, through our Group Company Lander Corporate Services Ltd.

I.C. ENGINEERS BIPOLAR RAM, PLP, PERIPHERALS, INTERFACE AND MICROPROCESSORS

Define the Next Generation of VLSI
Move West to the Centre of Technology

Silicon Valley, California, USA \$35-60,000 per year

There are a lot of fast-moving microelectronics companies you could work for. But only one is a leader in Bipolar VLSI. In memories, in logic and microprocessors.

Only one spent 18.7% of sales on R&D last year, with over 40% of sales derived from proprietary products. Only one makes every contribution count, with outstanding bonuses and profit sharing payouts. Only one has a steadfast commitment to a NO LAYOFF POLICY. And only one is the fastest-growing major IC company in the world.

Advanced Micro Devices is the one!

* RAM Design Engineers

Our Bipolar RAM Directorate has exciting career opportunities for design engineers. These opportunities entail project level responsibility for all phases of Bipolar RAM product development including conceptual circuit design, mask layout, device and product characterisation up through the products subsequent transfer into production. Includes heavy involvement in technology and process development phases which will be required to bring the densest, lowest cost, and highest performance ECL Bipolar Memory products to the market place.

Candidates should have technical degree equivalent to a BSEE or higher and have a working knowledge of all aspects of advanced integrated circuit development. Experience in high performance Bipolar technology (ECL, CML, or TTL) circuit design is preferred, but analog, NMOS or CMOS background may be applicable depending on depth of experience and level of responsibility.

* PLP Design and Test Engineers

The Programmable Logic Products Directorate is the AMD business unit responsible for very high performance custom products including gate arrays and fusc programmable (PAL) devices. Although established only a year ago, this product line is already recognised as a leading supplier in this fastest growing segment of the IC industry. This has been achieved by applying the world's most advanced, high volume bipolar LSI technology, CMOS, to innovative circuit designs and product concepts.

We have the tools (advanced CAE workstations and CAUMA mask design systems), the technology (sub 2u lithography applied to a dense 'groove' isolation process) and the facilities (the world's first 6" bipolar LSI production line). We are looking for a number of senior circuit designers and test engineers to help us bring the next generation of products to market.

Circuit Design - Experience in bipolar LSI (ECL, CML or TTL) circuit design is preferred but analog or NMOS/CMOS background may be applicable.

Test Engineering - Experience with Accutest, Xincor, Sentry or GenRad machines may be applicable.

* Peripheral Products Design Engineers

Our Peripheral Products Directorate has exciting opportunities for designers to develop video display controller, colour graphics, palette and disk support circuits. You'll guide design through processing, characterisation, test and product yield performance. Requires ECL/TTL circuit design experience.

* Interface Design Engineers

Join our Interface Directorate and design networking products such as disk controllers and memory support circuits. You'll work with ECL, CMOS, CML and LUG circuits.

* Microprocessor Design Engineers

As a designer in our Microprocessor Directorate, you'll develop 32 bit chip sets with processor, 16 bit cascable sequencers or fuse programmable controllers with fusible PROM and controlling sequencers. You'll take designs through processing, characterisation, test and product yield performance.

We offer a wide range of benefits consistent with successful US Corporations, including medical and dental insurance, life insurance, profit and equity sharing schemes, and immigration and relocation assistance (for you, your spouse and children).

Please write with a full CV to: B. Greenberg, c/o Maxon Dolchin & Kerby Ltd., 178-202 Great Portland Street, London W1N 5TB. Tel: 01-631 4411.

Advanced Micro Devices, Inc.

Financial Controller

Cheshire Circa £22,000 + Car

The need is for a professional manager with sound business acumen to optimise profits and return on investment of a £35m subsidiary of a leading American corporation. All financial, company secretarial and administrative services required to meet statutory, corporate and local company needs are primary responsibilities.

Reporting to the Managing Director, the appointee will be a key member of the senior executive team. Previous industrial financial management and knowledge of latest technology information systems are essential. Familiarity with US accounting practices and experience in a capital intensive processing environment would be ideal. The operational demands of the job necessitate mobility and success will create career development opportunities worldwide.

First class employment conditions include a non-contributory pension scheme, and a generous relocation package is available.

For a confidential application form, male or female candidates should ring or write quoting reference number 694/DL. Telephone: (24 hours) 0625 533364

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Eagle Star House, 16a Alderley Road, Wilmslow, Cheshire SK9 1QX

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Senior Drilling Engineer - Aberdeen

Enjoy a real challenge at the forefront
of drilling technology with a major operator.

The company has substantial production and exploration interests in the North Sea. Many of their activities make use of advanced drilling techniques and the company is regarded within the industry as having conducted its operations to the highest professional standards.

We believe that this opportunity to work at the highest level of drilling technology with a major operator offers you one of the best environments in which to advance your career.

Reporting to the Drilling Engineering Supervisor you will be involved in the full range of drilling engineering activities relating to the company's North Sea operations and will be expected to make a major contribution in

overcoming the problems presented by the drilling of wells to complex geological structures and at extreme depths. You will enjoy a wide degree of freedom to act on your own initiative.

To be a candidate you must have an engineering related degree and a minimum of 7 years drilling engineering experience obtained predominantly in the North Sea or similar offshore projects, including at least 2 years in the capacity of on-site supervisor.

The position carries a highly competitive salary and an attractive benefits package including generous relocation assistance where appropriate.

To apply please write to Summit Management Consultants Limited, Cavendish Court, 11-15 Wigmore Street, London W1H 9LB, or telephone 01-629 3532.

SMCL
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RECRUITMENT

SIEMENS

Senior Quality Engineer

- a diverse and challenging role for
a Q.A. Professional

Siemens is one of the world's most diverse electrical and electronic engineering companies. Our activities range from data communication to power engineering, from medical engineering to micro-electronics.

Within our Quality Assurance Unit based at Congleton in rural Cheshire, an opportunity has recently arisen for a professional quality engineer. Your brief would be wide ranging and stretch across a wide spectrum of manufacturing/service activities which are currently expanding rapidly both in terms of volume and variety throughout our product divisions and subsidiary companies.

For this key task, it is essential that your experience to date includes a thorough knowledge of Def. Stan. 05/21, BS5750 and BS9000. Furthermore, an appreciation of both quality planning and quality costing would be advantageous. Consequently, you should hold a degree or equivalent qualification in electrical/electronic engineering backed by at least five years experience within the quality function of this industry.

In addition to a highly competitive salary, we can offer a non-contributory pension scheme, free life assurance, subsidised medical insurance schemes and an attractive relocation package. We feel sure the rewards will not disappoint you.

If you wish to see your career developed to its fullest potential then please telephone or write for an application form to: Andrew Fletcher, Deputy Personnel Manager, Siemens Limited, Siemens House, Varsity Road, Congleton CW12 1PL. Telephone Congleton (02602) 78311 Extn-150. Please quote reference no C/47/817.

Siemens is where the future happens first

Manufacturing Director

(Light engineering/
electronic components)

Home Counties North Up to £25k + car etc.

This is a unique opportunity for a really able manufacturing person to join a successful multi-million pound company which is part of a substantial publicly quoted and well respected group.

If you are already a successful commercially orientated manufacturing manager with light engineering experience, ideally including electronic/electrical components, who is seeking a role which will encompass production, industrial engineering, material management and other functions and who would relish being part of the top management team, this could be the right move for you. A graduate or equivalent under 50 years would be preferred.

Please send full career details, in strict confidence, to:

Tony Bridges (ref MFD 400)
Dick Debenham & Partners Ltd.,
Management Search & Selection,
4 Priory Gardens, London W4 1TT.

Factory Manager

£17,000

Midlands

In this company the manufacturing process constitutes a vital element in the production of their impressive product range. Part of a major blue chip group, many of their long brands are household names that are produced in a modern factory complex. The factory represents a significant capital investment and operates a continuous, high volume flowline production system. Running this £8m operation, and ensuring it achieves maximum efficiency and profitability is the task facing the company's Factory Manager.

For such a role it's essential that the person appointed possesses a proven record of success in production management, ideally gained within a food manufacturing, food processing, brewery or similar environment. That experience must be enhanced by first class team management skills, strong motivational powers and the positive, practical leadership style that will achieve results.

Whilst possession of a formal qualification is advantageous it is not essential - personal drive, coupled with experience in a fast moving production environment is the key to success.

The remuneration package reflects the importance placed on this position and in addition to the attractive salary and car there is a full range of large company benefits that includes relocation expenses where appropriate. Future career development prospects within the group are excellent.

Interested applicants are invited to telephone Barrie Wilt immediately on 021-454 6255 (office hours) or 06845 66477 (evenings and weekends).

Alternatively write enclosing full career details to date to Jim, quoting Ref. 809, T.G. Scott & Son Limited, 30-32 Southampton Street, London WC2E 7HR.

Ingredients BUYER Breakfast Cereals

For our new breakfast food centre in Deeside

The CWS breakfast cereals factory in Deeside is one of the most modern in Europe, using an advanced extrusion process of manufacture.

The factory, on a fast developing "Greenfields" site in a rural area with excellent motorway access to Chester, the Wirral and the N. Wales Coast. The factory will come on stream in April 1985 and we are looking for a high calibre buyer of flour products to operate in the new factory.

He/she will purchase all raw materials as well as packaging materials on a cost-effective basis. The purchasing and call-offs will be done in line with production plans and management forecasts. You will provide all information needed relating to sales and availability and keep the Factory Manager informed on all factors affecting achievement of job objectives. You will direct and control staff, produce departmental budgets and control purchasing to achieve departmental objectives.

Suitable candidates will be 28-40 with a professional purchasing qualification, although the successful candidate may

be qualified through experience. A general business studies education to HNC level is preferred but not essential.

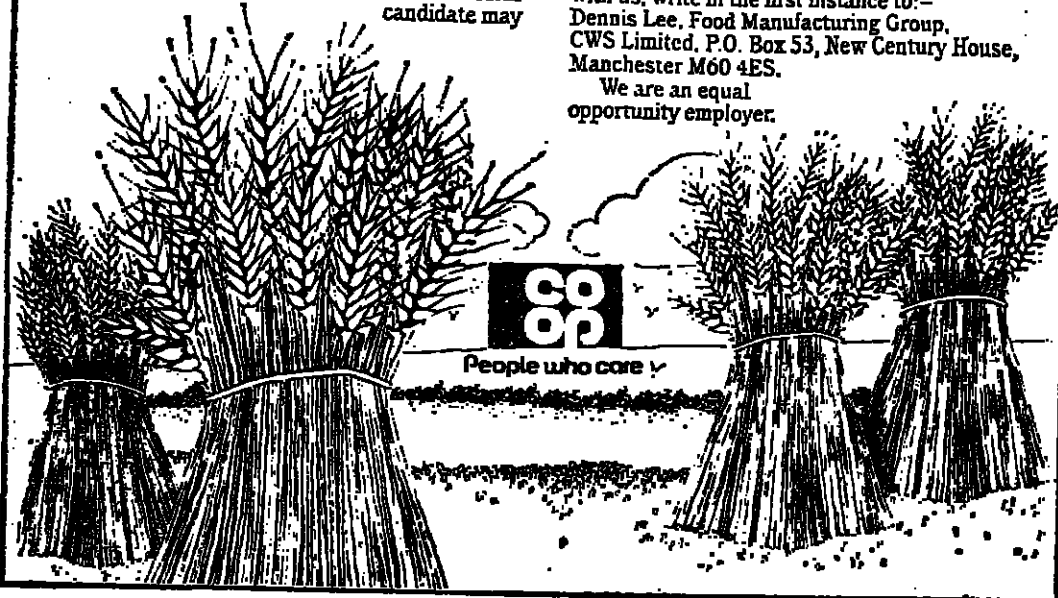
The successful candidate will have 3-5 years experience of food ingredient buying, although those with experience in the maize/corn market only will be seriously considered. You will be able to work as part of a management team and be aware of the importance of the function as it relates to ultimate profitability.

Applicants without direct experience must demonstrate an understanding of these activities and their importance in the whole area of supplies management. A background in the food processing industry is essential and candidates should be mature professionals capable of making an immediate impact in the factory.

Salary will be £12,500 plus the outstanding CWS benefits package, including pension, life assurance, 5 weeks holiday, sickness pay, medical benefits and relocation where applicable.

If you think you can take on this challenge with us, write in the first instance to: Dennis Lee, Food Manufacturing Group, CWS Limited, P.O. Box 53, New Century House, Manchester M60 4ES.

We are an equal opportunity employer.



Consultants in Information Management

£15,000 to £25,000

Central London or Cobham, Surrey

Logica is a leading international systems company. Our Consultancy Group provides consulting services in computing and communications, ranging from strategic planning assignments to tactical planning and implementation support.

We are now seeking computer professionals at different levels of seniority to undertake projects in the information management field, including corporate strategies for information management, requirements analyses, and implementation management support. Our clients for these projects come from leading users across Government, finance and industry.

Successful applicants will be able to demonstrate:-

- a track record in the design and implementation of computer based systems in large organisations
- an awareness of some of the emerging technologies such as software engineering, design methodologies, distributed databases, and expert systems
- the successful leading of project teams
- the ambition to face the challenge of consultancy assignments
- the ability to work with clients at senior management level.

A career with Logica provides:-

- scope for advancement in a growing company based solely on performance
- a stimulating and varied working environment
- an attractive benefits package.

To find out more, telephone 01-637 9111 and talk to one of our Managing Consultants, Wilf Deakin or Michael Watkins. Alternatively send a c.v. to Jennifer Williams or ring her for an application form, quoting ref: CNG/07/84, Logica UK Limited, 64 Newman Street, London W1A 4SE.

logica

Managing Director Electronics Industry

Our client is a key company within a privately UK owned technical group manufacturing and marketing sophisticated Test and Measurement Instrumentation throughout the UK, USA and Europe.

Positive restructuring allied to significant investment has created an exciting new opportunity for an entrepreneur capable of leading a manufacturing operation into a phase of dynamic development of lucrative markets at home and abroad.

Responsibilities are total, the challenge considerable and rewards realistically competitive with market leaders.

The measure of the task means that applicants will need to be executives probably aged around 40, experienced in:-

- ★ international markets
- ★ organic expansion and development
- ★ profit and loss accountability

It is preferable that candidates are from within the electronics industry, though a track record in instrumentation is not considered essential.

All applications will receive utmost confidentiality.

Contact BOB DAVIES on LUTON (0582) 450054 up to 9.30pm

Ref DMD9

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- If you'd like to join a winning team, send a full C.V. and convince me that you deserve one of these new opportunities.
- Gordon Kelly, National Sales Manager,
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Marketing Manager

Maritime communication and electronic aids to navigation

With the exciting prospect of world wide changes in maritime communication systems accelerating, our client, a leader in the field, seeks a Marketing Manager who will be responsible to its Chief Executive for the Company's marketing function, where special emphasis is placed on the forward planning of products and services.

The job will be based at the Company's Head Office in the South-East but it is anticipated that travelling will be required both in the U.K. and overseas.

The successful applicant, male or female, is likely to be aged between 35 and 45 and will certainly have a broad knowledge of the international maritime market and its requirements for all types of communication and navigation systems. The remuneration and benefits package offered will reflect the experience required and the importance of the post.

Applicants should write with full personal and career details to Confidential Reply Service, Ref: ACM 9084.

Austin Knight Advertising Limited, London W1A 1DS.

Applications are forwarded to the client concerned, therefore companies in which you are not interested should be listed in a covering letter to the Confidential Reply Supervisor.

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LONDON

Sales Manager

to exploit prestige AV markets

In the home entertainment sector the name ITT has an excellent name for quality and reliability. A reputation recently enhanced by the successful launch of the world's first digital TV.

The technology that earned that reputation is now being applied to the potentially lucrative AV market where we already have GLC supplier approval and a presence in some high street multiples.

To spearhead a major drive into this market we are looking for a Sales Manager, male or female, to participate in the formulation and planning of marketing objectives and take total responsibility for their successful implementation. In the first year this will involve considerable emphasis on dealer development nationwide.

Educated to degree level or equivalent you should have at least five years' good field sales experience, ideally in a relevant market, followed by a minimum of two years in an area management role. You should have a good knowledge of sales office systems and the ability to deal effectively with people at all levels is paramount.

The earnings package will have a considerable commission element in addition to a basic salary in the region of £13.5K. A range of benefits includes a 2 hire car and generous assistance with relocation to the Basildon area where appropriate.

Please telephone for an application form or send your cv to Geraldine Mann, 30

ITT Consumer Products UK Limited, Chester Hall Lane, Basildon, Essex. Tel: 0268 3040.

ITT
World-wide Technology

Production Planner

£12,000-£13,000

Northumberland

Bristol-Myers, world leaders in the manufacture of toiletries and ethical pharmaceuticals, are seeking a mature professional in the Inventory Control Department based at their new manufacturing complex.

Candidates, aged 25-35, will have at least 3-4 years thorough understanding and experience handling complex planning problems within an FMCG environment.

The successful applicant, male or female, will be part of a small team working under highly pressured conditions where priorities are constantly changing. An ability to handle responsibility and achieve results are critical to success in the role.

Experience of sophisticated computer systems and MRP are essential. Production experience outside Britain is desirable.

Career prospects are excellent in this growth organisation. Relocation expenses will be paid where appropriate.

For confidential application form telephone Lorna Dinning,

Northern Recruitment Group Ltd on Newcastle (0632) 616940

or forward comprehensive C.V. to Vine House, Vine Lane,

Newcastle upon Tyne NE1 1PU.

BRISTOL-MYERS

Principal Contracts Officer

THORN EMI Automation is a world leader in the design, development and manufacture of advanced electronics for defence and civil applications.

A senior contracts professional is required to take responsibility for the supervision and control of the contractual aspects of the company's defence business. In addition to leading and motivating an experienced contracts team, the man or woman appointed will ensure that administrative systems remain efficient and effective, and will play a key role in conducting high level negotiations with customers.

Ideally applicants will be qualified to an academic standard of HNC or equivalent, with wide experience of UK and overseas contract management, preferably in the defence industry.

We offer an attractive salary together with a wide range of group benefits including relocation assistance, if appropriate, to this pleasant semi-rural area.

Please write with full career history to

D. A. Harding, Personnel Manager,

THORN EMI Automation Limited,

P.O. Box 4, Rugeley, Staffs WS15 1DR.

THORN EMI Automation
A Division of THORN EMI Electronics Limited.

London, Birmingham, Bristol, Chelmsford, Egham, Glasgow,

Manchester, Newcastle, Sheffield, Southampton, Welwyn, North America, S. Africa. Affiliates in Europe and Australia.

General Manager

Applications are invited for this new appointment from men and women, both within and outside the Health Service, with demonstrable qualities of leadership at a senior level.

The General Manager will be personally responsible to the Authority for the General Management function within the District. Particular emphasis will be placed on the development of the management style and corresponding structures, the effective implementation of the Authority's objectives within available resources and the development of a corporate approach to planning.

The District provides a comprehensive range of health care for a resident population of approximately 240,000 in South and Mid Cheshire with an annual revenue budget of £32 million.

Contractual arrangements are for further discussion, but it is envisaged that the appointment will be for an initial period of 5 years, to be extended by annual consent, with a salary related to the remuneration of Senior NHS Officers.

Further details about the appointment and the District are available on written application (envelopes to be endorsed Ref: JP/DGM) to the Chairman, Crewe Health Authority, Barony Hospital, Knutsford, Cheshire CW5 5QU or telephone 0270 626662 Ext 295.

The closing date for returned applications is Friday, 11 October, 1984.

Crewe Health Authority

Staff Development

Cheltenham

Dowty Group, an international high technology group of companies employing 15,000 people, serving the world's aerospace, defence, industrial, mining and electronics industries, is looking for a Staff Development Executive at its Cheltenham headquarters.

The job holder will be responsible for a range of staff development activities, but will have particular responsibility for supervisory development. This will include:-

- advising subsidiary companies on selection methods
- developing and leading training courses for production and office supervisors
- assisting managers in identifying specialist training needs

Applicants (male or female) should be qualified to degree level and should have at least 2 years work experience. Excellent career prospects in personnel or training exist for someone who can make a creative contribution to staff development.

If you are interested, please telephone for an application form to: Cheltenham 53441 Ext 83, or write to Ray Jennings, Management Development Manager, Dowty Group Services Limited, Arle Court, Cheltenham, Glos. GL51 0TP.

DOWTY

Quality Assurance Manager

Aircrow Howden Ltd., a subsidiary Company of the Howden Group, is involved in the design, development and manufacture of specialist cooling equipment.

The Quality Assurance Manager will be responsible to a Director, and with a small staff, will be required to propose and implement a total quality assurance concept from design assurance through to customer defect analysis, ensuring that the emphasis is on preventive rather than corrective action.

The man or woman appointed will be a qualified engineer, and have had substantial experience in the field of Q.A., design and manufacture of electro-mechanical equipment, with practical knowledge of MOD and CAA procedures as well as BS5750. The preferred age range is 35-45.

There will be an attractive salary and benefits package including a Company car and generous relocation assistance where appropriate.

Write with detailed c.v. to the Personnel Executive, Aircrow Howden Ltd., Weybridge, Surrey KT15 2QR, or phone 0932 45511 Ext 366.

**AIRCROW
HOWDEN
LIMITED**

Assistant Sales Manager

Tullis Russell, the largest independent papermakers in the UK, invite applications for the post of Assistant Sales Manager based at their Dartford Office in Kent.

Reporting to the London Sales Manager the successful candidate, male or female, in addition to developing key accounts, will be responsible for achieving sales and marketing objectives, for co-ordinating the London Office sales effort and most importantly will be required to contribute substantially to increasing sales.

This is a new post with good career prospects and applicants should be in the age range 30-40 with relevant industrial and managerial experience. Above all you must show a particular desire to succeed in what is today an increasingly competitive industry.

In return we offer an attractive remuneration package including progressive salary, company car and relocation assistance where necessary.

For further details and an application form please apply to R. J. Moffitt, Assistant Personnel Manager,

Tullis Russell, Markinch, Glenrothes, Fife KY7 6PB.

Tel: Glenrothes (0592) 753311.

**Tullis Russell
The Papermakers**

Production Shift Supervisor

Mobil is seeking a Shift Supervisor to join its Production Department at Coryton Refinery, Essex, one of the most advanced Refineries in the U.K. and Mobil's largest in Europe.

As a Shift Supervisor, responsibility will be for supervising, on a 24-hour shiftwork basis, all power plant machinery for supplying refinery utilities. He/she will have responsibility to ensure that the Section is operated in a safe, economic and efficient manner.

The role will ideally suit an individual with a minimum of five years' experience as a Marine Engineer, or equivalent Engineering experience, who ideally possesses either an HNC (Mechanical) or a Board of Trade First Class Certificate (Steam).

Candidates should possess sound technical skills, as well as administrative and managerial abilities.

Salaries and benefits will be based on experience and qualifications and will be highly competitive and consistent with those expected of an International Oil Company. Where appropriate assistance will be given with relocation expenses.

Please write, enclosing full c.v. to: Steve Offord,

Relations Department, Mobil Oil Company Limited,

Coryton Refinery, The Manorway, Stanford-le-Hope,

Essex SS17 9LL.

Mobil

Sales Representatives

South of England

Vacancies have arisen within the Plastics & Fibre Raw Materials Business Area for two Sales Representatives to be responsible for selling a range of products in the South of England.

Educated to at least 'A' Level standard with several years sales experience gained within the Plastics industry, candidates, male or female, will ideally live in the Home Counties although relocation assistance will be considered.

Each position offers an attractive salary, company car, BUPA and contributory pension scheme.

Please contact the Personnel Department in the first instance on (Assafone) 061-486 0735 for an application form or write to

BASF Limited, Kingsley Road, PO Box 4, Earl Road,

Cheadle Hulme, Cheshire SK8 6QG.

BASF

Product Manager Communications Industry London

Our client is a major international manufacturer of communication equipment. They have asked us to assist them in recruiting a Product Manager for whom the primary responsibility will be the co-ordination and monitoring of the company's product range. This will include assisting with decisions on new products, acting as a liaison between the company and the group product management, rationalising product definition and release procedure, and instituting an educational programme for the sales force.

Applicants, aged 25-30, should hold a degree or HND in a relevant subject and, preferably, have a knowledge of radio. Experience should include product management in a high technology environment where you have successfully controlled a product policy. You must also have good communication skills, be able to analyse complex relationships in product and systems, and be capable of working both unsupervised and as a member of a team.

Our client is offering a competitive salary and a comprehensive benefits package including a car.

Applicants, male or female, should apply initially to the address below giving brief details of their career to date. Applications should be marked 'Confidential' and include a covering note indicating any organisation to which they should not be forwarded.

Please quote reference number 6854 and address applications to: C.White.

Coplan

Recruitment Consultants

21-22 POLAND STREET LONDON W1V 3DD

Electronics Trainers

A manufacturer of advanced computer-driven colour graphics systems, our training requirements are considerable. Here at Hemel Hempstead we have a sizeable training facility, equipped with the very latest CCTV and 35 mm A/V aids. We're looking for the following:

Training Instructor

Preparing product training courses for our Field Service Engineers and overseas Agents, you'll be part of a specialist training team. In your late 20's, with at least HNC in electronics, you'll have had some training/teaching experience within the High Technology Sector, together with exposure to the latest minicomputer/microprocessor/digital techniques. You could well be ex-services.

Trainee Instructor

A qualified electronics engineer, you'll have a strong interest in learning, and in teaching advanced concepts for a wide range of disciplines. Naturally we'll train you in instructional techniques, and can offer you excellent career progression.

For further information call John Beedell on (0442) 218311 or write to Macmillan Davies Confidential Reply Service, quoting PG58, The Old Vaults, Parliament Square, Hertford SG14 1PU.

Crosfield Electronics

JOB HUNTERS

For a free job hunting information pack and weekly details on the recruitment market place including over 450 new jobs - ring Kevin Edwards on (0742) 704535 or write to PER, Moorfoot, Sheffield S1 4PQ.

PER

Professional & Executive Recruitment

Senior Telecommunications Engineers

The British Approvals Board for Telecommunications require additional Engineers to work in the following areas:

Manufacturers Delegated Testing

To £20,000 + car
This appointment requires extensive knowledge of subscriber equipment (PABX, telephones etc) and ideally previous experience of laboratory testing of such equipment.

PABX Approval Scheme

To £23,000 + car
This appointment requires substantial engineering experience covering large PABX System Architecture and associated laboratory testing together with a comprehensive knowledge of the PSTN interface.

Candidates must be chartered or graduate Engineers with proven communication ability. Each post carries an attractive negotiable salary and a generous benefits package.
Send full cv to Mofa Watson, PER, 12a Commercial Way, Welwyn, Herts SG12 8HG.

Sales Promotion Manager

Travel agency organising tours to China and Far East requires experienced Travel Executive. Ability to speak to Chinese customers essential and be free to travel frequently and be willing to lead tours to China when necessary. Knowledge of Chinese essential.
Send full cv to Mofa Watson, PER, 12a Commercial Way, Welwyn, Herts SG12 8HG.

Production Manager

Five figure salary
We seek a Manager to be responsible for the day-to-day running and organising of the factories, which are made up of technical staff and non-technical staff and a large capital investment in specialised high speed equipment. The objective of this position will be the control and motivation of staff from the shop floor and to ensure good production performance on a daily basis. The successful candidate, aged at least 30 years, should have some direct production supervisory/management experience in a high volume environment, with ideally a toolmaking background. Above all, however, we are looking for the ability to demonstrate strong staff-management and organisational skills. The right person will find the position extremely demanding, but leading to a secure and interesting career with increasing responsibility and financial reward. An unusual aspect of this position is the hours of work, namely a three day week, comprising a 12 hour day with minimum extra overtime. The company is part of a privately-owned group, manufacturing electrical components for relay, switchgear and domestic switching applications.
Send full cv to Barbara Hunter, PER, 5 London Road, Maidstone, Kent ME16 8HR.

International Technical Sales

Excellent salary package + car
A well-established, highly successful company now wishes to build on its British and European success story. With a first-class product and as true market leaders the company has plans for significant worldwide growth. Accordingly they require a self-motivated high performer for this new key position with the prime responsibility of establishing and developing business within the very large but relatively untapped international market place. Applicants aged 25-40, should be technically qualified with a proven record in technical sales development and experienced in dealing with people of all levels ideally with a background in the machine tools or tanker couplings industries.
Phone Michael Platten, PER, Norwich, (0603) 617426.

Graduate Mech Engineer

West London
Sought by our client, a well-established international group, manufacturers of specialised printing/converting machinery, to work in design and development. The work involves all aspects of special purpose machine design and a high degree of personal responsibility. Suitable industrial experience preferred, but recently qualified graduates considered. Salary to £12,000 p.a. depending on age and experience. Relocation assistance available.
Send full cv to Sue Robinson-Smith, PER, London West, 319-327 Chiswick High Road, London W4 4HE.

Senior Design Draughtsman

Avionics Packaging
West Country
Normalair-Carrett is a leading supplier of high technology control systems to the aerospace and defence industries. Operating from our attractive location in Yeovil, Somerset, we have already established ourselves as a European leader and we are making significant advances into the US market. To join in this exciting environment we seek a Senior Design Draughtsman (av./n) - avionics packaging, with sound experience and up-to-date knowledge of packaging design and methods as applied to complex electronic functions. Ideally gained in a major avionics oriented company. A good understanding of high density multi-layer printed circuit design will be advantageous, whilst full familiarity with aerospace, military and defence standards, both British and US MIL, is essential. This experience is likely to have been gained from at least four years in a similar position with a background of some six to eight years in the avionics industry, an HNC qualification and an appropriate engineering apprenticeship. As part of an international group we are offering an extremely competitive salary for this key position. Applicants must have a thorough knowledge of process control instrumentation and digital systems, and be capable of systems engineering. Attractive salary plus excellent benefits and prospects.
Write to Mr P. Hensby, Moore Products Co (UK) Ltd, Central Avenue, East Molesey, Surrey, TW20 1EX or 0181 873 361 or 3195.

Engineers

The expansion of a British managed, leading Gulf based contracting organisation has resulted in opportunities for:

Swimming Pools Sales Engineer

To £16,956 tax-free
To head the medium range highly professional pools division. You should be 35-40, with experience in construction, water treatment, maintenance and sales of pools. The position offers plenty of scope for an entrepreneur in this field.

Civil Engineer Construction

To £15,000 tax-free
To supervise 80-100 staff engaged on a large villa construction site programme. In your early 30's, you will need to motivate multi-national labour force, and have experience of settings out. Would consider a graduate.

These bachelor status positions in a good working environment include an excellent benefits package and 15 days home leave each quarter.
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Senior Production Engineer

To £12,000
My client is one of the leading British manufacturers of electro-mechanical component parts and spares, mostly in batch production. An excellent opportunity has arisen for a Senior Engineer to join the company's Production Engineering Department, to take overall responsibility for the machine shop and assembly. Reporting to the Technical Services Manager and with the back-up of a small team of engineers, you will liaise with R&D departments in considering existing and alternative production methods with regard to work flow, machinery, plant, costs and output. You should have a thorough understanding of practical machine tool applications. Candidates should be qualified electro-mechanical engineers (HND or equivalent) and have at least 10 years' relevant experience in this field. You must be able to communicate effectively and confidently at all levels both within and outside the company. A negotiable salary of up to £12,000 is offered together with good career prospects and other benefits. In return for your commitment and enthusiasm, send full cv to Sue Kellaway, PER, 4th Floor, Rex House, 4-12 Regent Street, London SW1Y 4PP.

Warehouse and Distribution Manager

To £10,500 + car
To join international music publishers and run their computerised warehouse operation. Previous experience is not essential, organising and communication skills are. An interest in classical music would be an asset.
Send full cv to Anne Dokov, PER, 4th Floor, Rex House, 4-12 Regent Street, London SW1Y 4PP.

Sales Manager

Negotiable salary + car
East Midlands
Heritage Engineering, a medium-sized and profitable engineering company, part of a major UK group, requires an experienced Sales Manager. Reporting to the Chief Executive, the successful applicant will be responsible for expanding existing markets and developing new areas for the company's light precision machining and fabrication division. The company is involved in "one-off" and short batch subcontract work for the defence, energy and petro-chemical industries. Candidates aged 35-45, must have a sound background in engineering, with a subcontract bias. Benefits include negotiable salary, car, pension scheme, private health care and relocation expenses.
Applications to Jim Lowe, PER, Lamber House East, Clarendon Street, Nottingham NG1 5NS.

Regional Sales Manager

Negotiable salary + car
London based
One of the country's leading pressure vessel manufacturers is expanding its activities and a vacancy currently exists for an experienced representative to be responsible for maintaining and developing sales opportunities in the Southern region. The starting salary will be commensurate with experience and ability. A company car will be provided, together with other non-contributable benefits. Candidates who can demonstrate success in selling pressure vessels and/or heat exchangers to London-based contractors and users in the Southern region are invited to apply.
Send full cv to Johnathan Hooper, PER, 4th Floor, Rex House, 4-12 Regent Street, London SW1Y 4PP.

Sales Executive

Attractive package
Southern England
Hoveley Bridge, one of Britain's leading fabricators, designs, manufactures and erects medium water storage tanks, structural steelwork and bridgework. An Executive is now required to sell tanks and structural steelwork in London and Southern England. You should ideally be aged 35, qualified to HND level and live in the London area.
Send full cv to Dawn Martin, PER, Fountain Court, Stebbins Lane, Birmingham B4 6DS.

Sales Engineers

London & Home Counties
Continued expansion within Moore Products (UK) Ltd, has created additional requirements for UK Sales Engineers, particularly in the Hants, Bucks, Berks, and West London areas. Applicants must have a thorough knowledge of process control instrumentation and digital systems, and be capable of systems engineering. Attractive salary plus excellent benefits and prospects.
Write to Mr P. Hensby, Moore Products Co (UK) Ltd, Central Avenue, East Molesey, Surrey, TW20 1EX or 0181 873 361 or 3195.

Inventory Control Manager

To £13,000
Gloucestershire
Key role with rapid expansion, high technology electronics specialist. After initial period examining current systems - stock control, security, goods inward, listing, issues, and production; planning and purchasing interface. You will establish new systems and implement full MRP system. We seek analytical problem solver, aged 30-35, having wide experience of inventory control systems in similar environment with high volume parts. Ability to control/motivate up to 15 staff essential. Top benefits package, relocation assistance where appropriate, really outstanding career opportunities.
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Production Manager

To £12,000 + car
North London
One client, part of a major UK group, manufactures well-known range of fast-moving industrial and DIY consumables. To meet their expansionist objectives they seek to appoint an individual who can bring drive and innovation to the role of Production Manager responsible for conversion, warehousing and distribution. Idealised 12/12 working, mixed, semi-skilled workforce, the successful applicant will be responsible for ensuring that customer service targets, cost budgets, and quality standards are consistently met. Candidates should be qualified to HND level or similar, preferably in an engineering discipline, and have gained several years' staff-management experience in a manufacturing environment. Experience in the paper conversion, or related industry would be an advantage, although not essential. The preferred age range is 28-40. If you are ambitious, and determined to succeed in a company where promotion is only achieved through high job performance, send full cv to David Curtis, PER, 4th Floor, Rex House, 4-12 Regent Street, London SW1Y 4PP. Please attach a list of companies to whom you do not wish your details to be forwarded. Previous applicants need not re-apply.

Selling to Construction

To £10,000 + car + BUPA
South West
A well-known business selling a successful range of products to the construction industry wants a high flyer to cover one of its top territories in the South West. Candidates need experience plus very definite qualities of flair, enthusiasm and drive.
Send full cv to Dawn Martin, PER, Fountain Court, Stebbins Lane, Birmingham B4 6DS.

Area Sales Manager

To £10,000 + car
Home Counties
Part of a substantial, privately-owned group, my clients, who manufacture electrical installation equipment, seek a young, energetic person to represent the company to electrical wholesalers, contractors and consulting engineers. Aged 20's to early 30's, a good standard of education, preferably graduate level, ideal applicants will have two to three years' commercial sales experience and be looking to advance their career in sales management.
Send full cv to Anne Johns, PER, 5 London Road, Maidstone, Kent ME16 8HR.

Sales Engineer

Sheffield
Davy McKee (Sheffield) Limited is an international organisation which offers an exciting, challenging and rewarding career to the world's mechanical industries. We now require to exploit opportunities for new business in the area of automation and control systems for metal forming and process industries. These positions, based in Sheffield, involve frequent travel, both within the UK and overseas. Ideal candidates will have computer applications experience and the desire and ability to succeed in this highly competitive industry. Product training and sales training, if necessary, will be given. We offer competitive salaries and conditions of service commensurate with a major international corporation. Relocation assistance will be offered where appropriate. Interested candidates should send their CVs to:
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Davy McKee (Sheffield) Limited,
Princes of Wales Road,
Sheffield S9 4EX.

Paint Sales Executives

Attr salary + car
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Attractive package
SE England
This company is a major innovator and market leader in the development and manufacture of high volume electrical and electronic components. Their enviable success emanates from sound planning and investment, product expansion and diversification and ultra-modern resources. Substantial growth of a new sophisticated high volume components manufacturing operation, serving the electrical and electronic market, creates a key senior role. An important member of a dynamic management team will plan, manage and coordinate all quality control activities impacting from the receipt of materials through manufacturing to the finished product. Working closely with senior customer representatives and at all levels in the company you will lead an experienced inspection team and will develop quality standards for future production needs. Ideally aged between 30-50 years, with sound experience in quality control management within a major high technology and volume manufacturing environment. A five figure salary and an excellent benefits package are offered. Where necessary, relocation assistance will be given.
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Technical Instructors
c.£22,200 inc. bonus + benefits
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Assuming you can provide a level of communication in English (IAL), we think you'll feel at home with the company that provides specialist technical services to countries all over the world. IAL benefits in Saudi Arabia include free accommodation, free return flights to the UK

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In return for your hard work and achievement, you can expect a basic salary up to £13,200, company car, plus a benefits package including a major progressive company, together with opportunities for career development.
If you believe you match this specification please contact us on 01-637 0212 or write quoting ref: L/664/D1.

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Professionals in Selection & Search

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Our client has extensive and expanding international interests in products, chemicals, printing, colours and banking. They are seeking a market researcher to fill a vacancy in their corporate market research department in North London.
The executive will be part of a team that has two main functions:
- provision of a full range of marketing research services for the Group's operating divisions;
- forecasting the market for platform materials throughout the world.
The successful candidate will probably be in their mid-twenties and should have a degree in science or technology, ideally, she or he will have two years' industrial marketing research experience, preferably in the chemicals or electronics industries. Fluency in a major European language would be an advantage.
Our client is offering a competitive salary and terms and conditions associated with a large company including free lunches and flexible hours.
Please write with full career details quoting Ref 316, or telephone: Andrew Milne, Deansgate Management Services, Carrick House, 27/32 King Street, Covent Garden, London WC2E 8JH. Telephone: 01-240 9104/5.

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TSL is a World leader in the synthesis of high purity silica glasses, which are becoming increasingly important in the manufacture of optical fibres for telecommunications and industry. It also produces fused quartz products for use in the optical and semiconductor industries and refractory oxide products, with worldwide markets in many high technology fields. TSL has subsidiary companies in USA and West Germany, and is establishing joint venture manufacturing facilities in Japan. In view of the burgeoning growth of all these areas, we are now seeking:

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To lead this exciting high growth Division of TSL. Applicants should have experience in one or more of the following industries:

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Semiconductors
They should preferably be educated to degree standard, have held a position of responsibility in a commercial/sales environment, and have the drive and ability to sell high technology products into high technology industries. A good command of the German language and a working knowledge of French would also be an advantage. The Company will provide relocation expenses, where appropriate.

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We are looking for an experienced Quality Engineer who is familiar with the requirements of BS 5750.
The successful applicant will have the ability to co-ordinate the efforts of other departments to ensure the achievement of compliance to the quality standard.
Knowledge of compiling Q.C. documents and procedures is essential.
Applicants should be aged 25-35 and qualified to a minimum of HNC.
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Electrical Engineers are required to work on tasks including the development of spacecraft integration and test requirements, form system and sub-system design specifications, also of test methods and test procedures. Responsibilities would include identification of component and support equipment requirements, designing test aids, production of detailed procedures and computer software for implementation of the test programme. Also, there would be involvement with assembly maintenance and performance testing of the spacecraft at every stage up to launch, and testing and repair of test equipment throughout.

Candidates must have experience of at least one of the following areas: RFL electrical testing techniques; digital techniques; signal processing techniques; computer systems (including software); control systems; RF and microwave systems; power regulation techniques; leading teams of specialist engineers.

Ref: DT2927-M

A Mechanical Engineer is also required to carry out similar duties. Background must embrace one or more of the following: - instrumentation and measurement techniques; optical measurement techniques; environmental testing of lightweight structures; liquid and solid propulsion systems; thermal testing techniques; application of thermal fluids.

Systems Engineers to £12.5K (Electrical Ground Support Equipment)

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An Operations & Maintenance Engineer is needed to participate in the design/development of spacecraft EGSE systems, produce operation/maintenance documentation and plan in-flight. Ref: DT2930-M

Both tasks involve extensive liaison with hardware and software engineers during procurement, monitoring detailed design procurement of subsystems, monitoring system integration and initial operation, and supervision to second level system maintenance, assisting AT Engineers in the development of the checkout techniques, and routine AT department tasks. Candidates must have experience in at least one of the following: electrical checkout systems; electrical testing techniques; digital techniques; signal coding/modulation techniques; computer systems including microprocessor applications; computer software; electrical/electronic equipment maintenance.

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01-242 9356 ooc computer personnel

24 hour answering service
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Woman's Journal

Sketch and report by BERYL HARTLAND

1. *Chlorophyll a* and *Chlorophyll b* were determined by the method of Lichtenthaler and Whistler (1973). The total chlorophyll content was determined by the method of Arar and Cook (1977). The carotenoid content was determined by the method of Lichtenthaler and Whistler (1973). The total carotenoid content was determined by the method of Arar and Cook (1977). The total protein content was determined by the method of Lowry et al. (1951). The total lipid content was determined by the method of Bligh and Dyer (1959). The total carbohydrate content was determined by the method of Dubois and Gilles (1950). The total nucleic acid content was determined by the method of Burton (1956). The total ash content was determined by the method of AOAC (1970). The total moisture content was determined by the method of AOAC (1970). The total dry matter content was determined by the method of AOAC (1970). The total organic acid content was determined by the method of AOAC (1970). The total alkaloid content was determined by the method of AOAC (1970). The total saponin content was determined by the method of AOAC (1970). The total tannin content was determined by the method of AOAC (1970). The total flavonoid content was determined by the method of AOAC (1970). The total phenol content was determined by the method of AOAC (1970). The total terpenoid content was determined by the method of AOAC (1970). The total steroid content was determined by the method of AOAC (1970). The total glycoside content was determined by the method of AOAC (1970). The total alkaloid content was determined by the method of AOAC (1970). The total saponin content was determined by the method of AOAC (1970). The total tannin content was determined by the method of AOAC (1970). The total flavonoid content was determined by the method of AOAC (1970). The total phenol content was determined by the method of AOAC (1970). The total terpenoid content was determined by the method of AOAC (1970). The total steroid content was determined by the method of AOAC (1970). The total glycoside content was determined by the method of AOAC (1970).

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VEGETABLE MARROW

PRESERVE
INGREDIENTS: 4lb peeled, seeded, firm vegetable marrow, cut into cubes; peeled weight of 1lb of preferably Bramley apples; grated rind of four lemons and the strained juice of two; 3lb preserving or loaf sugar; 4 level teaspoons powdered cinnamon and also of powdered ginger.

METHOD: Put all ingredients in a preserving pan and cover with sugar. If using the loaf sugar crush down with a rolling pin inside brown paper first. Raise slowly to boiling point, allowing sugar to melt completely. When boiling, maintain until a dab on a chilled saucer sets well. When cold, cover and tie down to store in a very dry place.

STUFFED VEGETABLE

MARROWS
INGREDIENTS: 2 medium vegetable marrows, halved lengthwise and with all pith

ICED CUCUMBER SOUP

INGREDIENTS: 2 medium cucumbers, grated; 2 pints milk; 5oz shelled shrimps, chopped small; salt and pepper; 6 large ice cubes; 10 fl oz single or coffee cream, whipped very stiffly; 1 tablespoon freshly-milled parsley seeds.

METHOD: Select a few unchopped shrimps and set aside. Stir the remainder into the milk. Turn the grated cucumber into a colander, scatter liberally with salt and leave to drain for two hours. Stir cucumber shreds into milk mixture. Taste, correct seasoning with black pepper and a very little salt. Add parsley and ice cubes one hour before

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THURSDAY, 27 SEPTEMBER, 1984

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FINAL AND BINDING?

THE NEGOTIATED SURRENDER of Hongkong on June 30, 1997, to the sovereignty of a Communist state is the major achievement of yesterday's agreement between Great Britain and China. That basic fact and unalterable reality must be recognised. Recognising also, however, the limits on our modern powers to edge Hongkong towards the nationhood enjoyed by the rest of the Commonwealth, the agreement reached is a good one. It will almost certainly be enough to give the colony several more golden years, and to bring the speculators back. Business will be reassured by the specific exclusion of socialism, of exchange controls and of taxation by China, and by the guarantees of private property and of Hongkong revenues being spent there. The citizenry has been promised the retention of British passports to 2047 and with it the right to leave. Further, the "agreement" is held to be "binding" at international law, albeit a guarantee which every reader will value differently.

What happens after 1997 remains a matter of hope and faith. Hongkong, noting that Mr TENG Hsiao-ping's battle with ageing provincial survivors of the Cultural Revolution is far from over, fears the return of an orthodox Maoist régime with an irresistible temptation to intervene. It fears, no less the innocent but disastrous mistakes of a pragmatist in the style of Mr TENG or Mr HU YAO-BANG, his likely successor, for China's history since 1949 is littered with miscalculations.

Such pessimism, we believe, can be overcome. Even a second MAO cannot ignore China's interest in sustaining the annual return of U.S. \$8 million from Hongkong, one third her foreign currency earnings. For China's highest needs, in 1997 as now, will be Western high technology to renew an antique industrial base and modern Western weaponry to equip an army trained more in guerrilla and light infantry operations than in positional defence against the USSR. Revenues from Hongkong are the sine qua non of all that. Mr TENG is still paying the bills of the Western spending spree of chairman HUA KUO-FENG in 1976-78, and he, we hope, will not be the last Chinese leader to be educated in his country's enduring interests, as in the low politics of seducing Taiwan back into the fold.

MR LAWSON'S HOSTAGES

NOTWITHSTANDING the horrendous scenes of thuggery shown nightly on our television screens, the first six months of the miners' strike has had but modest impact on the nation's business. A point shaved off the gross domestic product; but the Chancellor expects to get it back next year. Higher bills for electricity to pay for extra oil-burn, and a variety of estimates (most of them seemingly exaggerated) of additions to the Budget deficit—but not enough as yet to call the Chancellor's forecast for the financial year-end into question. A larger deficit on the visible trade account; but again, not enough to scare the horses. This could be going to change. Were the leaders of the pit overseers and deputies to succeed in calling out their membership, and hence in shutting down the working coalfields, confidence in the outcome of Mr SCARGILL's naked challenge to elected Government would take a knock.

In these circumstances the Chancellor's comments to his colleagues and assorted bankers in Washington this week offered hostages to fortune. His impatience to reduce the real cost of borrowing, at a time when—as he tacitly admitted—the entrails are suggesting a slow-down in the rate of growth in 1985 with unemployment still inexorably on the increase, is understandable. But the deduction the markets may draw is that sterling will be left to its own devices; and these could be uncomfortable.

Mr LAWSON is a sceptic when it comes to the exchange rate. He has always argued that over time domestic prices will respond to monetary discipline rather than to exchange rate fluctuations, and the experience of the past three years, when the dollar rate for pounds (in which our imports are largely paid for) has slumped and the predicted rise in the inflation rate has not materialised, supports his view. Nevertheless sharp jolts to the exchange rate can affect inflation expectations; and, more to the point, they are liable to arouse market pressures for higher interest rates which swamp resistance from the Treasury and the Bank of England. Under these circumstances, calls for cheaper money can have the perverse effect of exaggerating a rise in interest rates which might have been unavoidable, as happened in July. If U.S. rates of interest do moderate this autumn, and Mr SCARGILL and his allies are frustrated in their work of sabotage, there will be opportunities enough for somewhat softer credit. For the moment sterling needs friends.

TOO LATE FOR REFORM?

THE FUTURE of UNESCO may well be decided while its executive board meets in Paris over the next few weeks. The first question is whether the United States will carry through its threat to leave the organisation at the end of the year. Certainly none of the reports produced over the past few months has exonerated UNESCO so far as the Reagan administration is concerned. In its eyes no one has plausibly suggested that UNESCO as it is presently constituted can ever be anything other than inefficient, costly, corrupt and inherently biased towards anti-American or pro-Third World causes.

Though the United States contributes one quarter of UNESCO's budget, the organisation could probably survive her departure so long as it did not trigger off a chain reaction. That is why the most important question is no longer whether America will leave but whether like-minded countries such as Holland, West Germany, Switzerland and possibly Britain will join her. If they do not, UNESCO can probably stagger on. But if they leave, there will be a mass exodus and the organisation will collapse.

Without much success Britain and some other countries have been pursuing for some months the idea of reform from within. Can UNESCO ever change so long as its present Director-General, Mr AMADOU M'bow from Senegal, is allowed to continue to run it as a sort of ramshackle but rather radical African country? These wavering countries must be honest with themselves over the coming weeks. If they encounter signs of the same old malpractices they should reflect that UNESCO was not designed for all time. They should then consider founding a new organisation which could accomplish the same scientific, educational and cultural ends much less expensively.

What Gaddafi's new marriage of convenience means to the West

IT IS NOT surprising that Western countries should regard with some initial misgiving the Arab-African Treaty of Union concluded last month between Morocco and Libya.

Morocco is a nation traditionally sympathetic to the West, an open society governed by an autocratic but constitutional monarchy, instinctively and pragmatically at odds with such phenomena as communism, imperialism, religious fundamentalism and international terrorism.

Libya is, on the other hand, a substantial base for Soviet military equipment, bitterly anti-Western, governed by an unpredictable religious fanatic who is generally regarded as one of the principal sponsors and paymasters of the network of international terror. It is at first glance difficult to see what two such countries or their rulers could possibly have in common, or what a treaty of union between them could ever be expected to achieve.

The agreement itself seems straightforward enough. The union is to be presided over jointly by the King of Morocco and the President of Libya. A permanent secretariat is to be established in Tripoli under, initially, a Moroccan Secretary-General. There will be a number of committees dealing with political matters, defence, economic affairs, culture and technology and charged with implementing the decisions of the Presidency.

Each country will be represented in the other by an emissary of Ministerial rank. There will be a joint assembly and a common court of justice. It is expected, although not yet decided, that King Hassan will be the first President of the Union of States.

POLITICIANS

Col Gaddafi and as far-sighted as King Hassan have clearly not taken this significant step without calculating its dangers and its benefits. For Gaddafi the treaty is almost certainly another of his attempts to begin the process of creating a united Arab world with himself as its inspiration and leader.

In pursuit of this aim he is evidently prepared to suspend his frequently-expressed contempt for dynastic Arab monarchies. It is difficult to perceive any other motive behind this latest foreign policy initiative. It has been suggested that Gaddafi is anxious to mend his fences with the West, which have been undermined by persistent involvement with international thuggery and finally trampled down by the murder of a police officer in London by gunmen in the Libyan Embassy.

Yet the Libyan ruler has made no great effort to improve his international image. The recent

release of two British hostages was clearly designed to produce some "concession" from the British Government and it has done nothing to minimise the fact that at least four British citizens are still summarily incarcerated in Libya.

For Morocco, the potential advantages of union with Libya are not so difficult to discern. The most immediate benefit is likely to be a suspension of Gaddafi's support for the Polisario forces in the western Sahara, whose activities have proved to be a debilitating drain on the Moroccan economy.

At the apparent insistence of Gaddafi, the new union will have, under article 10 of the treaty, a joint budget for economic development, an institution which seems likely to benefit Morocco substantially more than Libya. The impact of the treaty of union might, if all turns out well, go far to alleviate some of Morocco's pressing economic problems. The question now uppermost in King Hassan's mind must concern the political price he may have to pay in terms of his own relations with the West.

In this context he points out firmly that there is nothing in the treaty which should cause his friends in the West to fear a change in the direction of his foreign policy. The agreement, he

affairs of his country, standing at the conjunction of the civilisations of Europe, Africa and the Arab world.

It is not too extreme to suggest that the future of the union and its significance for the West may depend upon which of two powerful personalities emerges predominant. It is perhaps significant that in Morocco, the treaty of union was endorsed by a national plebiscite; in Libya by Gaddafi's "General People's Congress."

If King Hassan can succeed in injecting into Col Gaddafi some sense of his own practical common-sense in foreign policy, it is not too hard to discern some of the benefits which might follow. If Gaddafi can be persuaded of the need to extricate himself from some of the more blatant exercises in international banditry, a normal and constructive relationship with the West might become possible (it is certainly important to Libya from an economic point of view). King Hassan is already trying to persuade the Libyans to release their remaining British hostages; and President Mitterrand's visit to Morocco after the signature of the Treaty of Union was quickly followed by an agreement between France and Libya which will enable the French to withdraw their forces from Chad.

Meanwhile, there are a number of potential bonuses for Western diplomacy in having, as an interlocutor with the Libyans, a ruler who understands the cultures, psychologies and prejudices of the Western, the African and the Arab worlds.

Lord CHALFONT on the treaty of union between monarchist Morocco and Libya

argues, does nothing to restrict the freedom of action of the two countries in international affairs. Western observers point out that this might prove to be inconsistent with article 9 of the treaty which specifies as one of its aims a common policy to include "in the international sphere, fraternal understanding between the two countries, together with close diplomatic co-operation. It is indeed difficult to contemplate close diplomatic co-operation between the King of Morocco and a ruler whose diplomats carry firearms in their diplomatic bags and engage in Mafia-type murders of political dissidents.

It would, however, be extremely unwise for Western politicians and commentators to react too strongly and too soon to this latest development in Arab-African politics. King Hassan's record in foreign affairs since he succeeded to the throne in 1961 has been one which should reassure the West. He is a statesman with a comprehensive and systematic global view, which includes a deep mistrust of Soviet imperialism and a strong belief in the potential influence in world

ONE of the contributory causes of the total breakdown of relations between Libya and the West has been absolute failure to communicate across cultural barriers. The danger, of course, is that Col Gaddafi's special brand of political volatility might prove too much even for King Hassan to handle. The Libyan leader, in a speech to mark the anniversary of his seizure of power in 1969, hinted that the treaty of union was a Moroccan idea and that if it did not work, he would not hesitate to wash his hands of it.

Although it would be uncharacteristic of King Hassan to indulge in this kind of tactless public announcement, it is unlikely that he has escaped his attention. The treaty of union was, indeed, his initiative, launched last July during the visit of a Libyan delegation to Morocco. If it ever shows signs of limiting his freedom of action in foreign policy, or of alienating his friends in the West, he is experienced and realistic enough to walk away from it at once. If he is forced to do so, it is possible to hope that the West will show more sympathy for his security problems and economic difficulties than has been the case in the past.

National Gallery plan that succeeded

IF THE Environment Secretary Patrick Jenkin wants an alternative design for the National Gallery extension, now that he has rejected the proposed plan for the building, he could start searching the archives of his own department for a scheme the Government approved 45 years ago.

In the late 1930s, Kenneth Clark, as director of the National Gallery, made strenuous efforts to persuade the oil magnate Calouste Gulbenkian to present his collection to the gallery, to be placed in a specially-built extension. Gulbenkian was even talked into putting up the money for the building, which would have gone on the site where the gallery still stands today.

Plans were commissioned from the American architect William Delano, a model was built, and the scheme was approved by the Environment Department's forerunner, the office of Works, and by the Prime Minister, Neville Chamberlain himself. But the war came, the Government insistently declared Gulbenkian an "Enemy under the Act" and the collection eventually went to his Foundation in Lisbon.

The gallery says the plans disappeared into the Office of War Reliefs in 1939 and no one now knows where they are.

Nuclear freeze zone

A SPLENDID story of weekend derring-do aboard the Victory in Portsmouth Dockyard emerged yesterday.

A group of CND protesters posed as tourists and were being shown round the old flagship by the Royal Marine guides. As they arrived on deck some of them produced banners and hung them over the rail while two of their number set off up the rigging.

By the time they reached the Fighting Tops, about 60 feet above the deck level, the MoD police had arrived and one policeman climbed towards them. He got halfway before being overcome by vertigo and forced to retreat.

A Marine corporal and two of his men then sprang aloft to find the two demonstrators in an advanced state of fright. One had to be lowered to the deck in a Neil Robinson stretcher and the second was talked down by a Marine after hearing dark mutterings about the breaking strain of the stretcher rope.

Ken's midwifery course

EVER ONE to help the world's amphibians, the GLC's Ken Livingstone found himself carrying out a mission of mercy during a recent visit to that bastion of the old order, the Palace of Versailles.

After touring the splendours of the palace, Livingstone and his friend Kate strolled round the gardens where they came across a huddle of baby midwife toads trapped in an ornamental stone basin. The little beasts had apparently been abandoned there by a parent, and were too small to

LONDON DAY BY DAY

rescuing the toads and carrying them to a nearby pool, where they had a chance of survival.

Only Livingstone, perhaps, could go to Versailles and end up rescuing the toads—these particular creatures also have the advantage of being non-sexist as they derive their name from the fact that the father looks after the young until they hatch.

Whatisname

IN ITS LATEST act of nose-thumbing against the Government, the GLC has come up with a list of little-known left-wing activists as candidates for the proposed blue plaques marking their former homes.

Included in the roll of honour are Sol Plaatje of Waltham Forest, Marcus Mosiah Garvey in Hammer-smith, Dr Harold Moody in Peckham and Fred Koenig, "the African Aton," an early Labour party organiser who lived in Sugden Road, Battersea and died in 1914. The Tories, suspecting a Labour plot, are planning to oppose the names when they come before the names when they come before the GLC Historic Buildings Panel.

Hatched and despatched

AMERICA'S weekly bible of the entertainment industry, *Variety*, has put its own perspective on the arrival of Prince Henry with an announcement in its current issue:

Births

Charles and Diana, Prince and Princess of Wales, son, Sept. 16, in London. Mother's a top international cover girl, father is royal patron of the British Film Institute.

Mr. and Mrs. Dennis Campo, son, Sept. 7, Atlantic City, father is

But the newspaper is following in a fine tradition. The 1953 *Wisden* record in its obituaries section that: "H M King George VI died at Sandringham, Feb. 6, 1952. He was patron of the Marylebone, Surrey and Lancashire clubs. When Prince Albert, he performed the bat-trick on the private ground on the slopes below Windsor Castle."

"A left-handed batsman and bowler, the King bowled King Edward VII, King George V and the present Duke of Windsor in three consecutive bats, thus proving himself the best royal cricketer since Frederick, Prince of Wales, in 1751 took a keen interest in the game."

Brothers intrepid

BEHIND the celebrations at Lymington to mark the return of a 68ft ketch skippered by 35-year-old Christopher Spencer Chapman from a ten-month exploration of South America, the East Coast of the United States and Greenland, there lies deep concern over the fate of one of his two elder brothers.

Nine weeks ago, 35-year-old Stephen Spencer Chapman and 43-year-old John Avery, a fellow employee in Saudi Arabia of the Brechtel engineering firm, set off on motorcycles to cross the Empty

MINISTRY OF DEFENCE



Quarter of the desert. Since then not a word has been heard from them. Although a search was suspended after several days, Spencer Chapman's mother Faith, who distinguished herself with S.O.E. during the War, continues to believe the two men will be found.

Saudi shuttle

WITH preparations far advanced for next summer's Space Shuttle programme, the Saudi Arabian Government is still pondering a NASA offer to provide a member of the crew.

The Saudis have the prerogative to do so because Mission Flight 51-G, due to take off on May 30th next year, will be launching Arabsat, one of three communications satellites on board during the flight.

A NASA spokesman in Washington told me: "The Saudis are aware of the option but we have had no formal request from them. As a major customer, they have the chance of providing a payload specialist on the flight."

A representative of the Saudi Arabian Embassy in London said: "I know the matter is being discussed but they are being very, very slow to make a decision. You would think they'd jump at the chance wouldn't you."

Short story

THE PROPERTY section of the *Southern Times* recently reported: "Walters Middleton & Co's new Southall office are currently offering an exceptional penthouse apartment located on the ground floor of the Mark House Development on the Wake Green Road, Moseley."

PETERBOROUGH

LETTERS TO THE EDITOR

A bleak outlook for Food handlers and the North safety facts

SIR—I am writing in reference to your leading article of Sept. 22 on the future of the Greater London Council and metropolitan county councils.

Faced with the illogicality of the Government's proposals there is a much more serious aspect for those who live in the North, particularly in the Greater Manchester area, away from the prosperity of the South. We are already suffering under the problems of the two-nation country with great disparity of living standards. One thing which the Greater Manchester Council has been able to do through its regional policies has been to improve the quality of life in this area.

Employment initiatives, particularly with young people, were started by the council three years ago. It was the development of the Central Station Exhibition site, which will be one of the finest exhibition centres in this country. With this goes the development of the Greater Manchester Museum of Science and Industry, where the 200,000th visitor will be passing through in the 12 months since its opening.

There is the transformation of the city centre of Manchester, with its pedestrianisation, including St. Ann's Square and King Street; country parks, through which industrial dereliction has been removed; the recreational initiatives; the setting up of sporting centres; the production of 5,000 young people each year; the development of the best theatres and museums outside London, with the Royal Exchange Theatre and the Hallé leading the way.

We must not forget the transport initiatives and, with the City, the development of Manchester Airport. All of this because the council appreciates the need for a regional policy to help what is a changing industrial situation in Greater Manchester, with the loss of its basic industries.

It is tragic that, having done so much without the help and support of Westminster, the people of Greater Manchester are once again about to be relegated because this Government wishes to control local government from London and remove a regional control of local government from the people. It wishes to put a stop to all that has been achieved over the last ten years.

(Clerk) ANTHONY GOLDSTONE
Chairman, Recreation and Arts Ctee, Gtr Manchester Cncl.
County Hall, Manchester.

SIR—The food poisoning outbreak at Wakefield should concentrate the minds of us all. A few people live to eat, all eat to live. As a practising food hygienist for many years, I feel a major part is being missed. It would be wrong to anticipate the findings about the recent outbreak, but a general comment can and should be made.

Perhaps food poisoning organisms are indeed stronger, as suggested in your recent leader, but part of the answer lies with the food handler. It is now a fact that many, if not most, incidents occur in structurally satisfactory premises.

The fault is all too often that food workers do not know how pathogenic bacteria spread and find it difficult to know the temperature at which foods should be kept, let alone why they should be kept in such conditions.

Is it not strange that a mechanic who conducts a test for a Ministry of Transport certificate and a vet who treats animals must have proved their competence, and yet a person who produces open food for immediate consumption, which can have such devastating effects, does not require to have had any training in preventing food poisoning?

A small minority of businesses may make training a condition of employment; a few more may encourage staff to participate in suitable courses (with varying degrees of enthusiasm), such as those run by the Institution of Environmental Health Officers, but the majority, including many hospital food handlers, remain ignorant of basic facts about food safety.

No wonder food poisoning is increasing when the ways of preventing it remain unknown by the very people who should know.

GORDON M. TAYLOR
Senior Food Officer,
W. Lancashire Dist. Cncl.
Southport, Merseyside.

Gentlemen first

SIR—When submitting our jointly solved crossword puzzles ("Gentlemen First" Sept. 22) my wife and I followed the practice of writing in the form the name of the one who does not address the envelope. Our entries are usually correct but, sadly, very rarely prizeworthy. Does this help to solve Mrs. Vivien Womersley's dilemma?

(Mr and Mrs) W. A. WARD
Leicester.

The importation of Mr MacGregor

SIR—in my reference to the Scots born Mr Ian MacGregor as an "imported elderly American" the Bishop of Durham now explains that the important word was "imported" (report, Sept. 25).

Does Prof. Jenkins not realise that when applied to people (as opposed to merchandise) this word is grossly offensive? Were he to refer, for example, to "imported Pakistanis" he would be in serious trouble.

Moreover one must ask whether the offence is mitigated by the occasion of its commission—not in the heat of the hustings, but with deliberation on a solemn liturgical occasion in one of the greatest of English cathedrals?

D. W. TUDOR-POLE
Kingston-upon-Thames.

Unexpected attack

SIR—There was, of course, nothing very new in the controversial theological opinions of the Bishop of Durham which first brought him into the limelight. And, even if those opinions were just to be heretical, a heretic bishop would be no great novelty either.

But surely it must be quite without precedent for a newly enthroned bishop—at his very enthronement—to attack the Government which put him there.

D. L. SCOTT
Hale Vicarage, Cheshire.

Extravagant appointment

SIR—I agree that Mr MacGregor can hardly be blamed for being a septuagenarian. I am one myself. Nor do I think it a matter for personal shame that he elected to transfer his prime financial and national loyalties to the United States. He must bear that cross himself.

Is not the real criticism that our Government should have seen fit to appoint a foreigner, a man of £1 million, to take charge of a major

British nationalised industry? Was this not grossly insulting, insensitive and extravagant?

I trust that there is no possibility of Mr MacGregor's fee being increased to make up for the huge fall in the value of the pound against the dollar.

J. H. FRANCIS
Brighton.

Feeling of helplessness

SIR—You report that the Bishop of Durham spoke of the "desperation" and "dreadful feeling of helplessness" of the miners.

Many of us who are parish clergy no doubt feel equally desperate and helpless in knowing what we can do about the Bishop of Durham and the damage that he is causing to the Church of England, to the historic faith and to the Christian community.

Perhaps he just does not know what life is like on the front line of parish life.

C. M. F. WHITEHEAD
Humnaby Vicarage, N. Yorks.

'Uneconomic' churches

SIR—If bishops paid more attention to the affairs of God the wholesale disposal of "uneconomic" churches would cease.

GEORGE APPLETON
Ainsdale, Merseyside.

It depends on the miners

From the Marquess of LINLITHGOW

SIR—Surely neither the public nor the Government wish "to defeat the miners."

The future of the country, the coal industry, and the National Union of Mineworkers depends upon the miners defeating Scargill. If they win the story will be theirs, and if they don't we are all losers.

LINLITHGOW
South Queensferry, W. Lothian.

Queue bashing

SIR—Miss Gillian Reynolds ("Personal View," Sept. 24) wants to be organised into a queue with profits so large and unemployment so high it is outrageous that there should be any queues.

But then the English are not good at outrage and once in a queue seem to lose all power to protest. How well that suits the grudging trade unionist principle of keeping working staffs small.

Miss Reynolds should lead the English to break out of their queues and tongue-lash their tormentors. Train crews and porters cursed for being late, dirty and careless; post office and bank staff challenged to earn their keep; local authority officials encouraged to do more than just hoist their salaries higher on the rates.

ANTHONY DAVEY
London, N.I.

China coal

SIR—Recently I lit my coal fire for the first time since June. I was agreeably surprised to find how well the coal has burned. I was doubtful because I was told that the last delivery came from China.

As the price was the same as I have been paying for coal from Britain, I hardly expected it to be equally good considering the distance it must have come.

Would it be a good idea to build up our merchant navy and run down our mining industry?

F. KIDD
Thetford, Norfolk.

Up to date

SIR—When on holiday in a market town in Suffolk, my wife and I decided to have a meal in a pub. On looking at the bill of fare displayed outside, we found that the menu included a "Ploughperson's Lunch."

CLIFFORD MORSLEY
London, N.W.9.

Steamed up

SIR—Mr H. I. Quayle's letter commenting on the timekeeping on the Great Eastern Railway reminds me of the time when it was called the London and North Eastern. In Norwich in those days we also had a "Milly Station" (since closed), a terminus of the Midland and Great Northern.

I remember my father referring to them as—the "Late and Never Early" and the "Muddle and Get Nowhere." People were "steamed up" even then.

EILEEN RANDALL
Bristol.

handlers and safety facts

Hush it up' offer to men in 'sexy firemen' inquiry

By GERALD BARTLETT

FIREMEN charged with sexually harassing a young woman during "bizarre" induction ceremonies, claimed last night that the Home Office has offered to let them keep their jobs if they plead guilty and pay a fine.

It is a move, senior officers believe, that is designed to save the London Fire Brigade any more embarrassment over tales of pickled onions, shaving cream, chains and frilly baby-doll nightdresses which have emerged at the current court of inquiry.

TEXAN BUYS MAGNA CARTA COPY

By TONY ALLEN-MILLS In New York

A PROMINENT Texan businessman has bought one of four Royally-authorized copies of the Magna Carta and intends to export it from Britain for permanent display in the United States.

The document, written on parchment and issued by King Edward I in 1297, was purchased from the Brudenell family for \$1,500,000 (£1,220,000) by Mr H. Ross Perot, who built a fortune from computer systems.

Mr Perot said in Dallas yesterday that the Brudenells, an old English family, had owned the document since the 14th century.

The Texan, the head of Electronic Data Systems, said the document would be placed alongside the original U.S. Constitution, Declaration of Independence and Bill of Rights in the National Archives in Washington, D.C.

EXPORT DELAYED

Price 'extremely high'

Our Arts Correspondent writes: The export licence for the copy of the Magna Carta was held up for four months by the Government, but no offer was apparently made by British institutions.

It is one of only four of the 1297 texts known to have survived and had been in the family of Mr Edmund Brudenell of Deane Park, near Corby, Northamptonshire, for many years.

It was the first Brudenell, Sir Robert, and his grandson who built the Elizabethan part of the 50-room house. In 1680 one of the family became the first Earl of Cardigan.

The price given on the export licence in fact caused some concern in London because it was considered to be extremely high for such a late issue of the Magna Carta, which dates from 1215.

A guilty plea, which all but a senior station officer have now entered, means that each man would have to pay an average fine of £550 out of his wages.

The deal between the Home Office and Mr A. Sutton, a Fire Brigades' Union official representing men at the inquiry, was apparently struck over the weekend.

Mr Sutton is said to have told the men: "This is the best deal we can get for you. If you plead guilty, your jobs are safe, but if you continue to plead not guilty, the inquiry drags on, then who knows what will happen."

Some of the six accused men — one fireman was sacked last weekend and Sub-Off Stephen Short has just been found not guilty — were "furious" at details of the deal emerged. But they were persuaded this was the best course of action and in the interests of their careers.

Easy way out

"It's a cover-up deal offered from a very high level. The Brigade didn't want any more hassle or embarrassment," a senior London fireman said last night.

"Perhaps it's an easy way out, but I think if my job was on the line, I would take it," Fireman Gary Langford, 25, from Essex, was dismissed the service last week by the court of inquiry, chaired by Mr Ronald Bullers. The fireman is to appeal.

The six others who face sexual harassment charges are: Station Off John Pacy, 34, who faces three charges, including two of neglect of duty; Sub-Off Stephen Short, who was found not guilty on a similar charge; Leading Fireman Colin Grant, 30, who also faces neglect of duty charges; Fireman Patrick Torrey, 32, who faces charges of sexual harassment; Fireman Leonard Goodfellow, 30, who, like Colin Langford, was charged with neglect of duty.

Station Off Pacy, who has private legal representation, still faces the renewed court of inquiry next week.

EXPULSION CALL

A Hull dockers' union branch meeting has recommended that dockers who worked continuously at Hull during the strike should be expelled from the union, and those who crossed picket lines briefly should be fined £50.

WPC FLEES EAST END GANG

By Our Crime Correspondent

A POLICEWOMAN was rescued by a passing police car yesterday as she was being chased by a rambling gang of youths in London's East End.

Police had been called to two incidents, one at Springfield Road and the other at The Mount, Clapton, after rival youth gangs armed with machetes, axes and knives had overturned two cars during street fights.

WPC Heather Toombs, 22, unmarried and with 6½ years service, seized some machetes she had seen some of the youths hide in one of the overturned cars.

About six or seven youths saw her do this and began chasing her.

The policewoman, clutching two of the weapons, ran from the area and was seen by the driver of a passing police car who picked her up, called for reinforcements and took her to Stoke Newington police station.

The area was cleared and later five youths were being questioned at Stoke Newington police station.

UNPAID WORKER IN ARSON ATTACK

An estate worker set fire to an outbuilding and a supply of straw after working for two years without pay, Bradford-on-Avon court heard yesterday.

David Morrison, 20, of Trowbridge, Wilts, admitted causing more than £2,500 damage to Neston Park Country Estate near Melksham, Wilts. He was remanded on bail for four weeks. He had been employed by Major Sir John Fuller under a Youth Training Scheme.

Mr and Mrs Raymond Leblanc proudly showing their nine-month-old son Daniel to the Queen and Prince Philip at a dinner for the Royal visitors in Moncton, New Brunswick, yesterday.

Fireworks and lasers finale for Queen

By ALAN COPPS in Moncton, Canada

AS the theme from "Star Wars" crashed around the town square of Moncton, New Brunswick, the Queen, in a diamond tiara, and Prince Philip were treated to an almost surreal display of fireworks and laser beams at the end of their crowded second day in Canada.

Standing on the balcony of the Beauséjour Hotel, above a crowd of thousands, the Queen and Prince Philip watched intently as the red laser played against an office block while star bursts exploded in the sky.

The crowd, carried away with the noise and spectacle, chanted for the Royal couple to return for an extra wave before they retired for the night.

It was a striking finale to a dinner hosted by Mr Richard Hatfield, the provincial premier, who last year surprised the Princess of Wales with a speech in praise of love, which caused the Prince of Wales to say: "You have left me speechless."

This time Mr Hatfield, a bachelor, confined himself to a more formal address, praising the Queen as "a majestic example of standards of devotion and loyalty."

"Better late than..." The Queen, who had earlier signed a charter augmenting the province's coat of arms to mark its bicentenary, thanked the Premier for the wonderful reception you gave to the Prince and Princess of Wales.

Referring to the two-month delay in her own visit, caused by the Canadian general election, she joked to loud applause: "Better late than never."

AUDIENCES AT PROMS UP 5pc

By ROBIN STRINGER TV and Radio Correspondent

AUDIENCES at the 90th Proms season, which ended on Sept. 15, averaged 75 per cent, an increase of nearly five per cent on the previous year.

Mr Robert Ponsonby, the BBC's Music Controller, described it as "a vintage season both artistically and in terms of public response."

About 171,500 people bought seats for what is the world's biggest music festival and the Last Night attracted a television audience of 6,900,000.

Of the 59 concerts, mostly at the Albert Hall, 26 were sold out and four, including the British premiere of Sir Michael Tippett's "The Mask of Time", were more than 90 per cent full.

The organisers were particularly pleased that among sold-out concerts were less obviously popular works such as Monteverdi's "Vespers" at Westminster Abbey and early music concerts.

PENGUINS PERISH Hundreds of dead penguins have been washed up on Melbourne beaches. An RSPCA spokesman rejected conservationists' suggestion that they starved because a harsh winter wiped out their food supplies, and he called for an investigation. — Reuter.

No turning back for Polar trekkers in Scott's wake

By GUY RAIS

TWO British explorers will set out from London next month to re-trace Captain Scott's epic ill-fated trek to the South Pole 74 years ago.

The two men will each manhandle a sledge across 883 miles of windswept and desolate ice, where temperatures can drop to minus 50.

Robert Swan, 27, and Roger Mear, 34, co-leaders of the expedition, explained that unlike Scott, neither would be able to turn back once they had set off from base camp for the 10-week walk.

"We will not be leaving depots with supplies at intervals along the route as the earlier expedition did," said Mr Swan. "It means we will be unsupported for 883 miles, giving the expedition extra stress."

Country needs it "It is an exciting adventure. The country needs the enthusiasm of doing something different to keep alive the spirit of adventure, and we believe we are doing just that."

The expedition could be the first of its kind to be in satellite contact with the outside world. The leaders hope to give news of their progress via satellite, and if negotiations are successful it will save them the weight of carrying bulky radios.

On June 1, 1910, Capt. Scott's ship, the Terra Nova, set sail from London for the Antarctic with 58 men, 35 dogs, 19 ponies, two cats and two rabbits. His team died on the walk back from the Pole.

In 11 days' time Mr Swan's expedition of 15 men will leave London following the same route via South Africa, Australia and New Zealand, and on to Cape Evans, Antarctica, from where the two leaders will set out on foot to the Pole.

They will walk unaided for the 883 miles, manhandling equipment and supplies on two sledges, a starting weight of about 300lb a man. Like Capt. Scott's expedition, they will undertake a range of scientific work.

The expedition, approved by the Geographical Society, will cost an estimated £720,000, of which the majority has been raised by sponsorship.

1,500 KIDNEY PATIENTS 'DIE EARLY'

By Our Health Services Correspondent

MORE than 1,500 kidney patients were dying prematurely each year because of lack of treatment. Mr Michael Bewick, a leading kidney transplant surgeon, said yesterday.

Mr Bewick, consultant renal transplant surgeon at Dulwich Hospital, said it was estimated that 5,500 people a year had renal failure before the age of 70. But only 2,000 a year were put on dialysis or given a transplant.

This was despite the fact that kidney doctors had a technique that was medically sound, economically viable and had a better success rate than many other forms of medicine.

Addressing a meeting of the Medical Journalists' Association in London, Mr Bewick said the run-down of pay beds in NHS hospitals had been a disaster because the cash earned from private patients now went to independent profit-making hospitals instead of being used to treat NHS patients.

NEW HEART BOY

'Have operation' advice

Britain's youngest surviving heart transplant patient, Adrian Walton, 14, of Chorlton-cum-Hardy, Manchester, said yesterday: "If anyone is like I was I would say to them definitely have the operation."

Speaking about the operation for the first time since leaving Fairfield Hospital, West London, last week, Adrian said he had been taken to see a boy of 13 "with the same thing I had" who was in the hospital for tests.

"I told him I was much better now and could do more things. And I showed him my cut. It really didn't hurt. Just if I jumped out of bed, I got a pain, but that cleared up after a day."

Beryl's just wild about flowers

Which could explain why, this past summer, Mobil's massive 500,000 tonne 204 metre tall platform was sporting a sunflower on her crown.

This bit of horticultural frippery wasn't merely the handiwork of homesick roustabouts trying to recreate their gardens 95 miles southeast of Shetland.

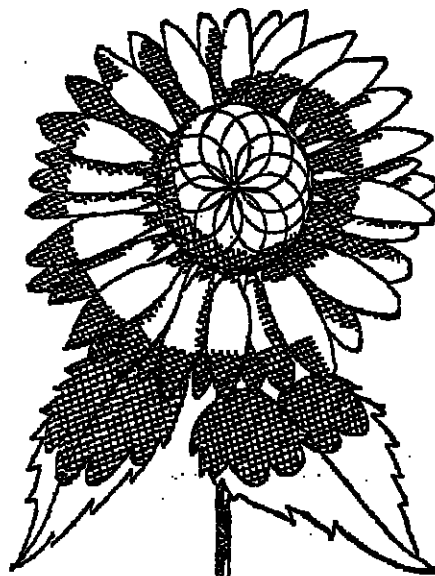
There was a much more noble motive behind the care lavished on Beryl's cherished *genus helianthus*.

The exercise was part of a North Sea-wide charitable drive: a sponsored sunflower-growing competition with cash donated to the Royal Scottish Society for the Prevention of Cruelty to Children in proportion to inches of floral growth. In the Beryl field, the competition was run by the first and only charitable foundation in the North Sea.

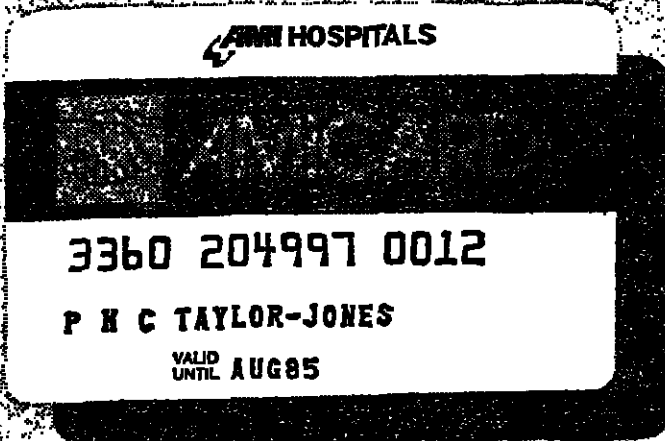
Composed entirely of those who work on or in support of the Beryl sister platforms, the foundation has already made a substantial impact on the Aberdeen area and beyond. Among the beneficiaries of its largesse have been local hospitals, the handicapped, and children's homes. Sunflowers aside, funds have been raised through sponsored runs, cycle marathons, and even a chicken-eating contest.

Making money is the primary business of every offshore platform. But on Beryl A and her newly-operational sister, Beryl B, raising money for worthy causes has taken a healthy second place in platform priorities.

Beryl may sport a jaunty flower on her crown. But she wears her heart on her sleeve.



Mobil Beryl B



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It works like any other credit card, except that all credit transactions are interest-free over the first six months.*

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INVESTMENT & BUSINESS

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Andreas Whittam Smith

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Banks 'shun Philippines'

SOME American regional banks are trying to avoid joining in \$2bn loan-and-rescheduling package for the Philippines, although Asian banks were persuaded to take part in packages for Latin American countries, deputy chairman of the Hong Kong and Shanghai Banking Corporation said in Washington yesterday.

The Philippines sent a letter of intent to the IMF and hope to refinance a \$250m total debt.

Argentina-IMF-P23

WEST GERMANY'S trade is back in a clear surplus on a seasonally adjusted basis. Provisional August figures show a trade account surplus up to Dm1.6bn (11m) although a high summer demand for invisibles deficit takes the overall current account into deficit.

Provisional figures for the first eight months of the year show a deficit of Dm1.1bn compared with a surplus at the same time last year of Dm1.2bn.

Gold improves

LONDON gold closed \$175 higher at \$347.25 an ounce yesterday—its best level of the year—helped by late interest from New York. Earlier gold again fell under the influence of dollar movements and at one stage was down to \$344.75 an ounce.

Electronic sparks

WITH turnover up from £38.4m to £58.7m in the year to June 30, profits at A. E. Electronic Products Group jumped from £2.84m to £5.64m before tax. Not less than £4.75m was forecast.

The final dividend is as forecast at 4.5p making 9p against 4p.

Question-P23

Fosco buoyant

FOSECO MINERAL more than doubled pre-tax profits in the first eight months of the year. The interim dividend is only increased from 2.5p to 2.8p on Jan. 2. Stronger demand for its products from product innovation and rationalisation benefits, and the immediate outlook remains encouraging.

Question-P23

RMC ahead

RMC GROUP report an interim pre-tax advance from £26.5m to £31.7m, helped by improved conditions in the United Kingdom, West Germany and the United States, but it warns the pace of advance will be slow in the second half.

The interim dividend rises from 4.1p to 4.5p a share, payable Nov. 30.

Question-P22

Stake in Stanley

PAINTMAKER Berger Jensen and Nicholson, part of the West German Hoechst chemical company, is again buying shares in A. G. Stanley, the F&OS do-it-yourself chain. Its stake has now been pushed up to just over 20 p.c. with market speculators looking for a bid before long.

Bats in Frankfurt

F&T Industries has applied for its shares to be listed on the Frankfurt Stock Exchange. As well as its extensive German tobacco interests, F&T has been expanding its department store and home improvement operations in Germany.

U.S. RATES

Federal funds 10 1/8 (10 1/8 p.c.)
Treas. 3-month bills 10 1/8 (10 1/8 p.c.)
Long bonds 12 1/8 (12 1/8 p.c.)
Yield 12 1/8 (12 1/8 p.c.)

U.S. COMMODITIES

GOLD (Comex) Oct. 348.8 (345.9), Nov. 349.5 (346.1), Dec. 350.2 (346.8), Jan. 350.9 (347.5), Feb. 351.6 (348.2), Mar. 352.3 (348.9), Apr. 353.0 (349.6), May 353.7 (350.3), Jun. 354.4 (351.0), Jul. 355.1 (351.7), Aug. 355.8 (352.4), Sep. 356.5 (353.1), Oct. 357.2 (354.0), Nov. 357.9 (354.7), Dec. 358.6 (355.4), Jan. 359.3 (356.1), Feb. 360.0 (356.8), Mar. 360.7 (357.5), Apr. 361.4 (358.2), May 362.1 (358.9), Jun. 362.8 (359.6), Jul. 363.5 (360.3), Aug. 364.2 (361.0), Sep. 364.9 (361.7), Oct. 365.6 (362.4), Nov. 366.3 (363.1), Dec. 367.0 (364.0), Jan. 367.7 (364.7), Feb. 368.4 (365.4), Mar. 369.1 (366.1), Apr. 369.8 (366.8), May 370.5 (367.5), Jun. 371.2 (368.2), Jul. 371.9 (368.9), Aug. 372.6 (369.6), Sep. 373.3 (370.3), Oct. 374.0 (371.0), Nov. 374.7 (371.7), Dec. 375.4 (372.4), Jan. 376.1 (373.1), Feb. 376.8 (373.8), Mar. 377.5 (374.5), Apr. 378.2 (375.2), May 378.9 (376.0), Jun. 379.6 (376.7), Jul. 380.3 (377.4), Aug. 381.0 (378.1), Sep. 381.7 (378.8), Oct. 382.4 (379.5), Nov. 383.1 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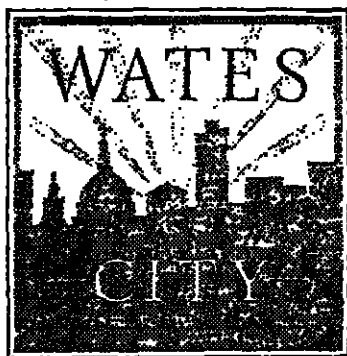
This Offer for Sale includes particulars given in compliance with the Regulations of the Council of The Stock Exchange for the purpose of giving information with regard to Wates City of London Properties plc ("the Company"). The Directors have taken all reasonable care to ensure that the facts stated herein are true and accurate in all material respects and that there are no other material facts the omission of which would make misleading any statement herein whether of fact or of opinion. All the Directors accept responsibility accordingly.

Application has been made to the Council of The Stock Exchange for the Ordinary Shares of the Company, issued and now being issued, to be admitted to the Official List.

This Offer for Sale has been prepared on the assumption that the agreements referred to in paragraph 3 of Appendix V, which are conditional only on the admission of the Ordinary Shares of the Company, issued and now being issued, to the Official List, have been completed and that the companies referred to in such agreements are subsidiaries of the Company. All references in this Offer for Sale to subsidiaries shall be construed accordingly.

Copies of this Offer for Sale, together with the documents specified herein, have been delivered to the Registrar of Companies for registration.

The Application List for the Ordinary Shares now offered for sale will open at 10.00 a.m. on Tuesday, 2nd October, 1984 and may be closed at any time thereafter.



WATES CITY OF LONDON PROPERTIES plc

(Incorporated in England under the Companies Acts 1948-1981 No. 1788526)

OFFER FOR SALE

by

MORGAN GRENFELL & CO. LIMITED

of 41,000,000 Ordinary Shares of 25p each at 100p per share payable in full on application

SUMMARY

The information in this summary should be read in conjunction with the full text of this Offer for Sale.

Business and background

The Company is the holding company of a property development and investment group which owns ten office properties all located in the City of London. Of these, five are high quality investment properties, three are currently being developed also to a high standard and the remaining two are being held for development in the future. The Group will continue to seek opportunities to acquire and develop properties in the City of London to be held as investments.

The City of London is one of the most concentrated international business centres in the world with high rent levels resulting from a continuing requirement for high quality office accommodation and a limited supply of appropriate new developments, particularly within the City core. The Directors believe that the location and quality of Wates City's properties will enable it to benefit from these high rent levels through the letting of properties currently being developed and through rent reviews on existing investment properties.

No other listed property company has a portfolio consisting exclusively of properties situated within the City of London.

Record, profit forecast and rental projection

	Years ended 31st December					Forecast
	1979	1980	1981	1982	1983	Six months ended 30th June 1984
	£000	£000	£000	£000	£000	£000
Net rental income	1,099	1,156	1,586	1,617	1,749	1,627
Profit before tax and minority interest	204	75	256	212	287	542
						1,300

Rental projection:

Net rental income for the year ending 31st December, 1985 is projected to be approximately £4.5 million. The assumptions upon which this rental projection is based are set out in Appendix IV.

Offer for Sale statistics

Offer for Sale price per Ordinary Share	100p
Ordinary Shares in issue following the Offer for Sale	78.45 million
Market capitalisation at the Offer for Sale price	£78.45 million
Forecast net dividend per Ordinary Share for the accounting period ending 31st December, 1984	0.53p
Forecast net dividend per Ordinary Share for the year ending 31st December, 1985	2.31p
Gross dividend yield on the forecast dividend for 1985	3.35%
Net tangible assets per Ordinary Share following the Offer for Sale (before any provision for taxation which would arise on disposal of the properties)	117.7p

SHARE CAPITAL

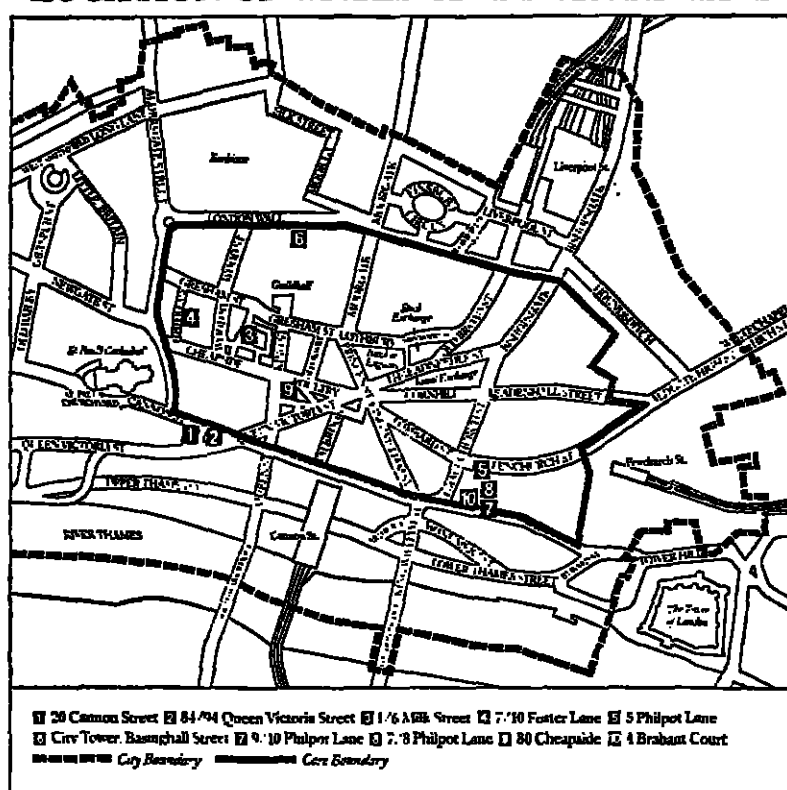
Authorised	Issued and now being
£25,000,000	issued fully paid
Ordinary Shares of 25p each	£19,612,500

INDEBTEDNESS

At the close of business on 31st August, 1984 the Company and its subsidiaries ("the Group") had outstanding secured loans of £21,632,660, unsecured loans of £8,961,686 and a guarantee in respect of a loan amounting to £2,650,000.

Save as disclosed above and apart from intra-group liabilities, at the close of business on 31st August, 1984 no company in the Group had any loan capital (including term loans) outstanding, or created but unused, or any outstanding mortgages, charges, debentures or other borrowings or indebtedness in the nature of borrowing, including bank overdrafts, liabilities under acceptances (other than normal trade bills) or acceptance credits, hire-purchase commitments, guarantees or other material contingent liabilities.

LOCATION OF WATES CITY'S PROPERTIES



DIRECTORS AND SECRETARY

Directors

James Dundas Hamilton Non-Executive Chairman
Garrard House, 31 Gresham Street, London EC2R 7DX
Paul Christopher Ronald Wates, FSA Chief Executive
John Dering Nettleton
Rodney Clutton, FRICS
Christopher Stephen Wates, FCA Non-Executive
all of 5 Philpot Lane, London EC3M 8AQ

Secretary and Registered Office

George Kennison Mark Seldon, FCA
5 Philpot Lane, London EC3M 8AQ

ADVISERS

Issuing House	Morgan Grenfell & Co. Limited, 23 Great Winchester Street, London EC2P 2AX
Stockbrokers	Cazenove & Co., 12 Tokenhouse Yard, London EC2R 7AN Rowe & Pitman, City Gate House, 39-45 Finsbury Square, London EC2A 1JA and The Stock Exchange
Solicitors to the Company	Norton, Rose, Butterell & Roche, Kempson House, Cannon Street, London EC3A 7AN
Solicitors to the Offer for Sale	Slaughter and May, 35 Basinghall Street, London EC2V 5DB
Auditors and Reporting Accountants	Pest, Marwick, Mitchell & Co., Chartered Accountants, 1 Puddle Dock, Blackfriars, London EC4V 3PD
Property Advisers	Richard Ellis, Chartered Surveyors, 64 Cornhill, London EC3V 3FS
Bankers	Midland Bank plc, 10 Newgate Street, London EC1A 7AS Barclays Bank PLC, 54 Lombard Street, London EC3P 3AH
Receiving Bankers	Midland Bank plc, Stock Exchange Services Department, Mariner House, Peppes Street, London EC3N 4DA
Registrars	Ravensbourne Registration Services Limited, Bourne House, 34 Beckenham Road, Beckenham, Kent BR3 4TU

DEFINITIONS

In this Offer for Sale the following expressions (unless the context otherwise requires) have the following meanings:

"the Company" Wates City of London Properties plc
"Wates City" or "the Group" the Company and its subsidiaries
"W.H. (Cannon Street)" W.H. (Cannon Street) Limited, a company owned as to 75 per cent. by the Company and as to 25 per cent. by Haslemere
"Wates family" descendants of the late Edward Wates
"the Company's existing shareholders" M.E. Wates, C.S. Wates, P.C.R. Wates, A.T.A. Wates, J.N. Wates and N.E. Wates, grandsons of the late Edward Wates
"other members of the Wates family" members of the Wates family other than the Company's existing shareholders, and any trusts established by members of the Wates family
"Wates family companies" companies controlled by, or on behalf of, members of the Wates family
"the Foundation" The Wates 40 Basinghall Street Foundation Limited, a charity founded by other members of the Wates family
"the City core" the City of London's financial core as defined by the City Architect and shown on the map above

INTRODUCTION

The Wates family have been involved in property development and investment since the 1930s and have held property investments in the City of London since the late 1950s.

Wates City's present portfolio of properties comprises all the properties in the City of London owned by the Company's existing shareholders. The portfolio has been created through the acquisition, over the last fifteen years, by the Company's existing shareholders of various interests in land which have been assembled to produce sites or buildings suitable for development or renovation. In most cases, interests were acquired from other members of the Wates family and were subsequently extended or exchanged for other interests in the same or adjoining parts of a site. There are three properties within the City of London owned by other members of the Wates family. Although Wates City has no interest in these, one has been and another is being renovated under the management of Wates Developments Limited, the Group's project management company.

Wates City's present executives have been responsible for the management of its property portfolio, with the exception of City Tower, Basinghall Street, for over six years and during this time development or renovation has taken place or commenced in the case of eight of the Group's ten properties. They have also been responsible, over this period, for co-ordinating the management of the property investment portfolio, the commercial property developments and the acquisition and development of inner London residential sites on behalf of all Wates family companies. Since 1981, this role has been concentrated almost entirely on the Wates family's development and investment properties in the City of London.

The Company has acquired its interest in City Tower, Basinghall Street from the Foundation for a combination of shares and cash and its other properties through the purchase of companies owned by the Company's existing shareholders in exchange for issues of shares. It has also acquired Wates Developments Limited from them, in exchange for an issue of shares.

The Company's existing shareholders will hold 37.7 per cent. and the Foundation 10.1 per cent. of the issued share capital following the Offer for Sale.

The business of Wates City will be to carry on property development and investment within the City of London and project management service will also continue to be offered. Wates City will operate independently of the other Wates family companies, which will continue to carry on the Wates family's other interests, principally constructing, housebuilding and insurance. It may, however, invite Wates Construction Limited, the Wates family's main contracting company, to tender for contracts in competition with other construction companies.

THE PORTFOLIO

As the map above illustrates, the Wates City portfolio comprises ten properties of which eight are located within the City core (the boundary of which is shown on the map) and two on its perimeter.

In the past seven years, five of the Group's properties have been developed or renovated (classified in the table below as investment properties) to provide not only buildings of high quality but also substantial increases in the rental and capital values attributable to them. The Group also has three properties classified as currently being developed (one completed and two presently undergoing renovation) and two properties which are being held for development in the future.

The portfolio has been independently valued at 31st August, 1984 by Richard Ellis, Chartered Surveyors. The following table sets out a summary of the Richard Ellis valuation (column 1) together with a summary of the value and floor space (columns 2 and 3 respectively) of the Group's properties

after deducting the amounts attributable to the third parties noted below:

	(1) Richard Ellis valuation £000	(2) Attributable values £000	(3) Percentage by value	(4) Attributable floor space '000 sq. ft.	(5) Percentage by floor space
Investment properties (note (i))	61,150	55,930	60	149	50
Properties currently being developed (note (ii))	26,430	26,430	29	94	31
Properties held for development in the future	10,240	10,240	11	57	19
	97,820	92,600	100	300	100

(i) Haslemere has a 25 per cent. interest in W.H. (Cannon Street) which is 84/94 Queen Victoria Street. The Richard Ellis valuation as shown in (1) includes the value of the whole building as well as the figures in column (5) and (6) are shown after deducting Haslemere's interest.

(ii) The Group has an effective 58 per cent. interest in City Tower, Basinghall Street which the figures in column (1) and (2) reflect. Phoenix Assurance plc has the remaining 42 per cent. interest. The total floor space of this building is 123,750 square feet net, 58 per cent. of which is included in column (4).

(iii) Richard Ellis valuation at 31st August, 1984 of £97,820 million reconciles with the valuation at 30th June, 1984 given in the documents' Report in Appendix I as follows:

Property valuation at 30th June, 1984	75,022
Increase in valuation as at 31st August, 1984 arising from development expenditure (£10,000)	2,028
Decrease in valuation as at 31st August, 1984 arising from development expenditure (£10,000)	21,800
Property valuation at 31st August, 1984	97,850

Details of the properties and the independent valuation of them by Richard Ellis are given in the Report of the Property Advisers in Appendix III.

Investment properties

The following is a brief description of these properties:

20 Cannon Street: A long leasehold property, held under a lease from the City Corporation with an unexpired term of approximately 125 years (assuming the option referred to in Appendix III is exercised); providing 35,620 square feet net of modern fully air-conditioned office accommodation. The Group acquired its interest in the property in 1982 in part from other members of the Wates family. The property was substantially renovated in 1983 and let prior to completion to Herbert Smith & Co. with a rent review in 1988 and five yearly thereafter. The property is currently valued at £19.10 million.

84/94 Queen Victoria Street: A mainly freehold property providing 74,500 square feet net of modern fully air-conditioned office and banking accommodation. W.H. (Cannon Street), a company held as to 75 per cent. by Wates City and as to 25 per cent. by Haslemere, owns the freehold of the entire property other than 90 and 92 Queen Victoria Street which it holds on long leases with unexpired terms of approximately 140 years. W.H. (Cannon Street) acquired its interest in the property between 1969 and 1976. The freehold of 90 Queen Victoria Street is held by a wholly-owned Group subsidiary and was acquired in 1982 from other members of the Wates family, who had previously granted W.H. (Cannon Street) its long leasehold interest in respect of that part of the property. The freehold of 92 Queen Victoria Street is owned by Haslemere.

The property is let on a ground lease, with a rent review in 1988 and five yearly thereafter, to Credit Lyonnais who were responsible for the development of the building which was completed in 1978. W.H. (Cannon Street)'s interest has been valued at £21.00 million, of which £5.25 million is attributable to Haslemere's minority interest. W.H. (Cannon Street)'s interest, together with the freehold of 90 Queen Victoria Street, are currently valued in aggregate at £22.23 million.

1/6 Milk Street: A mainly freehold property providing 31,135 square feet net of modern fully air-conditioned office and banking accommodation and 5,993 square feet net of modern fully air-conditioned office accommodation and 675 square feet net of shop space. The Group acquired its interest in the property between 1971 and 1974, approximately half of the site being acquired from other members of the Wates family. Development of the property was completed in 1980 and the property is currently valued at £12.55 million.

7/10 Foster Lane: A long leasehold property, held under a lease from the Goldsmiths' Company with an unexpired term of approximately 147 years, providing 12,040 square feet net of modern fully air-conditioned office accommodation and 675 square feet net of shop space. The Group acquired the freehold of 7/8 Foster Lane in 1971 from other members of the Wates family and in 1982 transferred it to the Goldsmiths' Company, the owners of 9/10 Foster Lane, in exchange for the Group's present long leasehold interest in 7/10 Foster Lane. Development of the property was completed in June 1984 and it has recently been let to The First National Bank of Boston with a rent review in 1989 and five yearly thereafter. The property is currently valued at £3.75 million.

5 Philpot Lane: A freehold property providing 5,735 square feet net of modern fully air-conditioned office accommodation and 1,920 square feet net of restaurant space. The Group acquired its interest in the property in 1982 from other members of the Wates family. Development of the property was completed in 1983. The office accommodation is occupied by Wates City and another Wates family company. The property is currently valued at £3.55 million.

Properties currently being developed

These properties are valued in their existing state at £26.43 million. Additional expenditure estimated at £3.74 million is required to complete their development. They have been valued, when completed and let, at £33.59 million, based on present day rental values and investment yields.

The following is a brief description of these properties:

City Tower, Basinghall Street: On completion of the contract referred to in paragraph 3(i)(d) in Appendix V, the Group will acquire a lease for a term of approximately 120 years effectively amounting to a 58 per cent. interest in the property. The property comprises a 20 storey building currently in course of a major renovation to provide 133,750 square feet net of modern fully air-conditioned office accommodation. The renovation has been managed throughout by Wates Developments Limited and is being carried out on a phased basis in conjunction with Phoenix Assurance plc, which owns the remaining 42 per cent. leasehold interest in the property. Terms for the letting of 42,600 square feet net have already been agreed with IBM United Kingdom Limited and The Nippon Credit Bank, Ltd. Wates City's 58 per cent. interest in the property is currently valued at £21.80 million with an estimated value when the building is completed and let of £27.44 million, after additional expenditure estimated at £2.69 million. Renovation is expected to be completed in July 1985.

9/10 Philpot Lane: A long leasehold property, held under a lease from the Worshipful Company of Ironmongers with an unexpired term of approximately 148 years, providing 10,575 square feet net of modern fully air-conditioned office accommodation and 1,420 square feet net of restaurant space. The Group acquired the freehold of 9 Philpot Lane in 1982 from other members of the Wates family. In 1983 this freehold was exchanged for the present long leasehold interest in 9/10 Philpot Lane. Development of the property was completed in May 1984 and it is currently valued under at £3.90 million with an estimated value when let of £4.65 million, after additional expenditure estimated at £0.24 million.



WATES CITY OF LONDON PROPERTIES plc

continued

16. Related party transactions
The Company's existing shareholders, which include two of its Directors, Mr. P.C.R. Wates and Mr. C.S. Wates, have had an interest in the shares of Wates Limited and Wates Commercial Limited during the period covered by this report. Wates Limited has provided certain administrative services to the Group and also functions as an approved free basis (see note 3). Wates Commercial Limited has acted as the prime contractor in respect of the property developments and renovations.

17. Current cost accounts
Property companies are excluded from the requirements to prepare current cost accounts under Statement of Standard Accounting Practice No. 16 and Exposure Draft No. 35; accordingly, current cost accounts have not been prepared.

18. Transactions since 30th June, 1984

Since 30th June, 1984 the Company has:
(i) agreed to acquire with effect from 1st July, 1984 a 75 per cent. interest in W.H. (Cannon Street) Limited for the sum of 9,983,152 Ordinary Shares of 25p each;
(ii) entered into conditional agreements to acquire the Company's proposed subsidiaries with the exception of W.H. (Cannon Street) Limited and City Tower Limited which will be satisfied by the issue of 19,994,849 new Ordinary Shares of 25p each;
(iii) obtained on 17th September, 1984 the share capital of City Tower Limited for a consideration of £2;
(iv) obtained a professional valuation for Richard Ellis of the Group's properties as at 31st August, 1984;
(v) entered into a conditional agreement to acquire a long leasehold interest in City Tower, Basinghall Street for a sum of £2,000,000 at which £1,872,000 will be satisfied by the issue of 7,488,000 new Ordinary Shares of 25p each, £128,000 will be cash and £1,000,000 will be the assumption by the Company of an obligation to repay an outstanding loan of that amount;
(vi) allotted 4,000,000 new Ordinary Shares of 25p each to Morgan Grenfell & Co. Limited pursuant to the Offer for Sale Agreement dated 24th September, 1984 at 98p per share.

The transactions numbered (i) and (vi) above have been taken into account in arriving at the summarised aggregated net tangible assets set out under "Balance Sheet and Net Tangible Assets at 30th June, 1984".

A pro forma statement of the Company's and the Group's net tangible assets, share capital and reserves on the assumption that the transactions numbered (i) to (vi) above had occurred on 30th June, 1984 is set out below:

	Group	Company
Net tangible assets	5000	5000
Share capital	19,613	19,613
Share premium account	41,891	41,891
Capital reserves	—	—
Revaluation reserves (note (ii) below)	23,617	23,617
Profit and loss account	1,408	1,408
Minority interest	92,303	61,504
	97,124	61,504

Notes:

(i) The subsidiaries which are to be wholly owned (i.e. all except W.H. (Cannon Street) Limited) have been included as an amount equal to the nominal value of the share capital issued to acquire them in accordance with sections 36 to 40 of the Companies Act 1983. Their pre-acquisition distributable reserves which comprise the Group profit and loss account balance shown above remain available for ultimate distribution by the Company.
(ii) The Group will acquire a 120 year lease of City Tower, Basinghall Street from The Wates 40 Basinghall Street Foundation Limited. The long leasehold interest in City Tower, Basinghall Street was valued by Richard Ellis, Chartered Surveyor, at £2,000,000 as at 31st August, 1984.
(iii) During the period 1st January, 1979 to 30th June, 1984 the interest in this property was held by Number 40 Basinghall Street Limited which was 75 per cent. owned by The Wates Foundation Limited and 25 per cent. by Phoenix Assurance plc. During that period the net income from the property was concerned in its shareholders and was not attributable to the company. On 30th June, 1984 the interest in City Tower, Basinghall Street was transferred to The Wates 40 Basinghall Street Foundation Limited.
(iv) The net rental income during the five and a half years to 30th June, 1984 attributable to the property interest in City Tower, Basinghall Street to be acquired by the Group is set out below:

	1979	1980	1981	1982	1983	1984
Net rental income	204	204	204	204	204	167
Less minority interest	(151)	(151)	(151)	(151)	(151)	(151)
	53	53	53	53	53	16

The variation of the property on a floor by floor basis, commoned in January, 1984. Two floors were let at new rental levels from this date giving the rise in rental income in the six months to 30th June, 1984.

(v) The revaluation reserves have arisen as follows:

	1979	1980	1981	1982	1983	1984
Surplus arising on property revaluation:						5000
as at 31st December, 1983						15,435
as at 30th June, 1984						2,002
as at 31st August, 1984						918
Revaluation surplus on subsidiary held for sale						315
Written off difference between the nominal value of shares issued and the nominal value of shares acquired in respect of the acquisition of subsidiary companies referred to in (i) above						(14,992)
						23,617

Yours faithfully,
FEAT, MARWICK, MITCHELL & CO.
Chartered Accountants

APPENDIX II — PRO FORMA GROUP BALANCE SHEET

The pro forma balance sheet of the Group as at 30th June, 1984 set out below is based on the statement of net tangible assets as at 30th June, 1984 as set out in the Accounts. The net tangible assets have been adjusted to reflect the acquisition of the City Tower, Basinghall Street, the net proceeds of the Offer for Sale, the repayment of the net indebtedness due to other Wates Limited companies and the other items referred to in note 18 of the Accounts. Reports as to which events had taken place as at 30th June, 1984.

	5000	5000
EMPLOYMENT OF CAPITAL		
Tangible fixed assets	97,450	221
Investments	27,897	—
Current assets	(4,733)	—
Creditors amounts falling due within one year	—	26,114
Creditors amounts falling due after more than one year	122,185	—
Provisions for liabilities and charges	(24,896)	—
	105	—
	97,124	—

Net current assets

Creditors amounts falling due after more than one year

Provisions for liabilities and charges

Net current assets

Creditors amounts falling due after more than one year

Provisions for liabilities and charges

Net current assets

Creditors amounts falling due after more than one year

Provisions for liabilities and charges

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Net current assets

Creditors amounts falling due after more than one year

Provisions for liabilities and charges

Net current assets

Creditors amounts falling due after more than one year

Provisions for liabilities and charges

Net current assets

Creditors amounts falling due after more than one year

Provisions for liabilities and charges

Net current assets

Creditors amounts falling due after more than one year

Provisions for liabilities and charges

Net current assets

Creditors amounts falling due after more than one year

Provisions for liabilities and charges

PART I(a) — PROPERTIES HELD AS INVESTMENTS

Address	Description/Use/Tenure/Building/Area	Term of Tenancy/Leasehold/Underlease	Estimated Current Value/Notional Annual Capital Value/Estimated Rental Value
20 Cannon St. London EC4	Office and banking building on seven floors on corner of Queen Victoria Street and Cannon Street. Public House in Queen Victoria Street.	Let to Herbert Smith & Co. for 15 years from 24th June, 1983 at £1,100,000 p.a. with 2 yearly reviews.	£983,094 £19,100,000
	Renovation completed in August 1983.		
	Leasehold for 99 years from 11th February, 1983, and upon expiry to be renewed until 17th August, 2109, at 10.5% of occupational rent. Rent review in September 1988 and 5 yearly thereafter.		
	The property has been valued on the basis that the leasehold interests held by Number 20 Cannon Street Limited and Remson Limited (both subsidiaries of the Company) have been merged.		

84, 94 Queen Victoria St. London EC4	Office and banking building on seven floors on corner of Queen Victoria Street and Cannon Street. Completed in 1978.	Let to Credit Lyonnais for 99 years (last option to extend to a further 20 years) from 25th March, 1976 at a current rent of £1,038,307 p.a. review in December 1988 and 5 yearly to 74% of Estimated Rental Value (subject to a minimum of £500,000 p.a.).	£967,902 £21,000,000
	Part Leasehold held by W.H. (Cannon Street) Limited.		
	Part Leasehold held by W.H. (Cannon Street) Limited on two separate leases by W.H. (Cannon Street) Limited for 150 years from 3rd October, 1974 at a combined rent of £10,401 p.a. reviewed in 1981 and every 5 years to 11.35% of Estimated Rental Value.		

Notes:
1. W.H. (Cannon Street) Limited is held 75% by Wates City and 25% by Holders Enters plc.
2. The actual building constructed at 84, 94 Queen Victoria Street comprises 74,500 square feet of offices and 4,000 square feet of storage. However, the terms of the underlease to Credit Lyonnais contemplated the construction of a building comprising 85,000 square feet of offices, 5,120 square feet of storage and eight car spaces and the rent upon review is based upon these floor areas.
3. The underlease to Credit Lyonnais contains provisions whereby neither W.H. (Cannon Street) Limited nor Credit Lyonnais may dispose of their respective interests in the property without first offering them to the other at a price which, failing agreement, will be determined independently as the open market value.

90 Queen Victoria St. London EC4	Ground rent relating to Part of 84/94 Queen Street Limited for 150 years from 3rd October, 1974 at £10,401 p.a. reviewed in 1981 and every 5 years to 11.35% of Estimated Rental Value.	Let to W.H. (Cannon Street) Limited for 150 years from 3rd October, 1974 at £10,401 p.a. reviewed in 1981 and every 5 years to 11.35% of Estimated Rental Value.	£1,750 £1,230,000
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1,6 Milk St. London EC2	Office, banking and insurance building on seven floors completed in 1955.	Let to State Bank of India from 22nd August, 1980 to 23rd December, 1983 at £58,000 p.a. reviewed on 29th December, 1984 and 5 yearly thereafter.	£215,744 £12,580,000
	Part Freehold.		
	Part Leasehold for 150 years from 25th March, 1974 at £10,401 p.a. reviewed in 1981 and every 5 years to 11.35% of Estimated Rental Value.		

7, 10 Foster Lane. London EC2	Office and shop development on four floors completed in June 1984.	Let to The First National Bank of Boston for 25 years from 29th September, 1984 at a rent of £260,000 p.a. with 5 yearly reviews. Rent first payable from 31st January, 1985.	£3,750,000
	Leasehold for 150 years from 25th March, 1974 at £10,401 p.a. reviewed in 1981 and every 5 years to 11.35% of Estimated Rental Value.		

8 Philpot Lane. London EC3	Office and restaurant building on five floors completed in 1983.	Office Occupied by the Company and Wates Limited. Restaurant Terms have been agreed, subject to contract, for 25 years at £2,000,000 p.a. with 5 yearly reviews. Rent to commence on 25th March, 1985.	£180,000 £3,530,000
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PART I(b) — PROPERTY PRIMARILY OCCUPIED BY THE COMPANY

8 Philpot Lane. London EC3	Office and restaurant building on five floors completed in 1983.	Office Occupied by the Company and Wates Limited. Restaurant Terms have been agreed, subject to contract, for 25 years at £2,000,000 p.a. with 5 yearly reviews. Rent to commence on 25th March, 1985.	£180,000 £3,530,000
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PART II — PROPERTIES CURRENTLY BEING DEVELOPED

Address	Tenure/Description/Use/Tenure/Building/Area	Current Value/Estimated Current Value/Estimated Current Value
City Tower, Basinghall St. London EC2	Renovation of office building, originally built in 1967, on two basement levels and twenty upper floors, to provide 135,750 sq. ft. of offices. Leasehold for a term from 3rd January, 1984 expiring on 24th December, 2110 at 7.5% of net rent receivable, reviewed concurrently with underlease.	£23,800,000 July 1985 £23,800,000 £1,831,000 £23,000,000 £2,440,000

PART III — PROPERTIES HELD FOR DEVELOPMENT IN THE FUTURE

Address	Description/Use/Tenure/Building/Area	Current Value/Estimated Current Value/Estimated Current Value
90 Cheapside, London EC2	Office and shop building on two basement levels and twenty upper floors, plus 33 car spaces. Built in the early 1960s. Leasehold (a) for 150 years from 21st October, 1980 at £400,000 p.a. reviewed in 1992, 1999 and 2006, when review pattern reviewed to 10% of Estimated Rental Value of property less 50% of net rent receivable, reviewed concurrently with underlease. (b) small strip of land for 99 years from 25th September, 1984 at £50 p.p.a.	£64,165 sq. ft. £64,165 sq. ft. £589,910 £10,000,000

90 Cheapside, London EC2	Office and shop building on two basement levels and twenty upper floors, plus 33 car spaces. Built in the early 1960s. Leasehold (a) for 150 years from 21st October, 1980 at £400,000 p.a. reviewed in 1992, 1999 and 2006, when review pattern reviewed to 10% of Estimated Rental Value of property less 50% of net rent receivable, reviewed concurrently with underlease. (b) small strip of land for 99 years from 25th September, 1984 at £50 p.p.a.	£64,165 sq. ft. £64,165 sq. ft. £589,910 £10,000,000
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Hoggett Bowers

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SENIOR COST ACCOUNTANT — INDUSTRIAL DIVISION c.£21,000 Ref:10442/DT
ACCOUNTANT — MERCHANDISE DIVISION c.£21,000 Ref:10443/DT
SENIOR COMMERCIAL ACCOUNTANT — INDUSTRIAL DIVISION c.£21,000 Ref:10444/DT

Our client, a highly successful trading conglomerate, invites applications for these challenging and rewarding appointments. These positions will appeal to qualified accountants, and their wives, who have had several years' successful financial and operational experience in the retailing, heavy industry or a major professional practice. An excellent package is offered, including subsidised accommodation and end of contract gratuity. Final interviews will be held by the client in early October in London; a speedy response is therefore essential.

B.F. Hoggett, 0632-448661.
Minerva House, East Parade, LEEDS, LS1 5RX.

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Humberside H.Q. Northern based, c.£17,000 + car

This is a rare opportunity to become involved in probably the fastest growing company in Humberside. Within 4 years it has achieved a turnover in excess of £10m and is engaged in the manufacture and marketing of a wide range of consumer durables which are sold through a large network of Store-within-Store outlets and mail order. The initial responsibility will be to control selling operations through the existing regional management and increase the number of outlets. Ultimately the position will involve many aspects of the company's sales and marketing activities as it continues to expand. The client requires an individual with energy, drive and imagination. Aged 25-40, you will have a successful track record in sales and management within a retail or consumer durable environment, will be capable of selling yourself at national account level and have the potential to rise within this exceptional company. The benefits package will not present an obstacle to the right candidate.

P.A. Adderley, Ref: 11598/DT, 0532-448661.
Minerva House, East Parade, LEEDS, LS1 5RX.

Senior Buyer — Electricals

Merchandise Controller Designate

Near Newcastle-upon-Tyne, initially c.£15,000 + car

For a high growth 200 outlet retail operation which is developing rapidly and profitably under a very able executive team. Electrical goods sales including brown, white and home computing products exceed £20 million annually, account for 10% of total turnover and are the subject of aggressive buying, marketing and pricing policies. The appointment carries full accountability for all electricals — range planning, selection, buying, pricing and merchandising — with key objectives in volume, stockturn and profitability. Success here and in the impact on marketing strategy and retail operations efficiency will lead directly to early appointment as Merchandise Controller. The position will appeal to an ambitious retail buyer with 4/5 years' experience in electricals ideally including brown and white goods. Energy and commercial capability to develop rapidly beyond the initial role are essential requirements whilst comprehensive benefits include relocation assistance.

G.T. Walker, Ref: 42552/DT, 0632-327455.
4 Mosley Street, NEWCASTLE-UPON-TYNE, NE1 1DE.

Chemical Engineers

Major International Group

Northern England, initially to £14,500

To join a substantial and highly successful division of a major chemicals manufacturing group, with an unrivalled reputation in international markets for product quality and performance characteristics. On appointment you will be assigned to a production works, joining a team engaged in the initiation and execution of projects and operational studies to maximise efficiencies and plant performance. Subsequent responsibility as a manager in production, process engineering or research and development is dependent on your performance in the first two to three years. Candidates will be chemical engineering graduates, aged under 30, with at least 3 years' related experience in a process engineering or production environment. An outgoing personality, strong self motivation and well developed inter-personal skills are essential requirements for these demanding roles. Benefits are comprehensive and include relocation if required.

K.H. Thompson, Ref: 46001/DT, 0632-327455.
4 Mosley Street, NEWCASTLE-UPON-TYNE, NE1 1DE.

Young Materials Manager

Board Potential

North East England, initially c.£14,000 + performance bonus

This international market leader and Queen's Award winner manufactures and markets a range of advanced precision equipment which utilises sophisticated control systems. From this strong product and excellent financial base major expansion is being aggressively pursued. Key tasks in this new appointment include critical evaluation of all material requirements and further rapid development of computer based management in planning, procurement, scheduling, inventory and materials control. It is a sharp and role which impacts directly on production efficiency and profitability. Leadership strengths, commercial acumen and direct experience of advanced materials management in complex batch manufacturing must be evident. Success will inevitably take the high achiever towards a board appointment.

G.T. Walker, Ref: 42550/DT, 0632-327455.
4 Mosley Street, NEWCASTLE-UPON-TYNE, NE1 1DE.

Technical Sales Managers

Precision Engineering

(i) Southern & S.E. Counties (ii) Midlands & Wales, to £14,000 + car

These important appointments are with an established and profitable privately owned company which manufactures and sells a brand leading range of precision engineering products to industrial markets. The requirement is for experienced sales managers to take over and develop these prime territories. Applicants, aged 25-35, must demonstrate a successful and sustained sales track record preferably involving precision engineering products or components. Product training is provided and technical back-up is available from the company's successful design team. The remuneration package contains a high basic salary and realistic performance related bonus. Excellent career prospects.

J.H. Wright, Ref: 36406/DT, 021-622 2961.
Albany House, Hurst Street, BIRMINGHAM, B5 4BD.

Area Sales Managers — Fitted Kitchens

Southern Home Counties, Northern Home Counties, S. Wales & Midlands, G. Man & South Yorkshire, c.£12,500 package + car

The client is a very successful and rapidly developing company, part of a major group, who design, manufacture and sell a brand leading range of fitted kitchen units to the private housebuilding sector. This valued position has been achieved by a professional sales team backed by a high quality and modern range of products. Candidates, ideally aged 25-45, must have a sustained and successful sales track record relating to the building construction industry. All remuneration packages incorporate a high basic salary and realistic performance related bonus.

J.H. Wright, Ref: 36408/DT, 021-622 2961.
Albany House, Hurst Street, BIRMINGHAM, B5 4BD.

These positions are open to male or female candidates. Please telephone for a Personal History Form to the relevant office, quoting the appropriate reference.

Sales Engineers

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Career with a
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We are currently expanding our sales force in the Process Control Division throughout the UK and that expansion is creating some excellent career opportunities for Sales Engineers. As part of a team, within which you will be playing a key role, you will be involved in selling sophisticated analogue and digital process control systems to industrial customers.

If you are to realise the potential of these opportunities, we believe that you will need to be aged between 25 and 45, and highly self-motivated. In addition, you will need to have a good commercial and technical understanding of the process control industry. In return, we are offering excellent salaries, product familiarisation and the chance to gain Honeywell experience.

So, if you want to develop your career, phone us tonight Thursday, 27th September, on the hotline or write to Richard Gould at Honeywell Control Systems Limited, Honeywell House, Charles Square, Bracknell, Berks RG12 1EB. Please quote Ref: DT144/PCD.

Together, we can find the answers.

Honeywell

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Their is a creative environment with high challenge where new ideas are encouraged and good ideas are recognised and rewarded.

New England is where families can enjoy life to the full — culturally, recreationally and educationally. The combination is one where talented professionals can achieve career and personal satisfaction working in exciting areas of technology in the attractive Boston area.

MANUFACTURING AND SUPPORT ENGINEERING

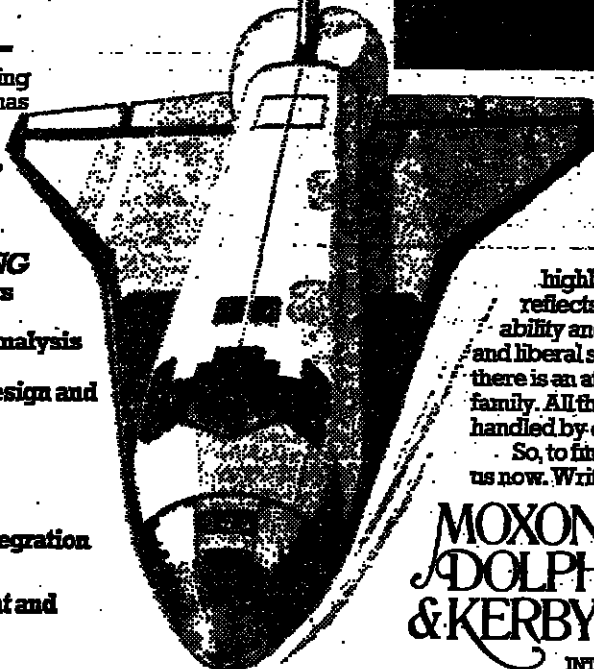
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Logistics

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IN NEW ENGLAND, USA
UP TO \$42,000 p.a.

To maintain their position at the cutting edge of this technology, our client now has opportunities at both supervisory and engineering grades for degree level professionals with a minimum of 3 years' experience in the following areas:

DESIGN AND DEVELOPMENT ENGINEERING
Electronic Analog and Digital Circuits
Gyroscopes
Mechanical Packaging Design and Analysis
Automated Test Equipment
Navigation and Guidance Systems Design and Analysis
Microprocessor Applications
Advanced Automation/Robotics
Laser Gyro
RF Receiver
Global Positioning Systems (GPS) Integration
SOFTWARE ENGINEERING
Real-Time, Automated Test Equipment and Inertial Scientific Programming



Whilst some of these positions obviously necessitate guidance or navigational systems experience, we positively welcome applications from Engineers wishing to break into this exciting area.

To meet their high standards, our client requires highly talented individuals and their salary range fully reflects this — up to \$42,000 p.a. for the right combination of ability and experience. Comprehensive medical insurance and liberal savings and retirement programs are provided and there is an attractive relocation package for you and your family. All the necessary visa and travel arrangements will be handled by our very experienced personnel.

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Before Computing Devices lies a full order book and a great future — one we would like you to share. Our contracts include the design and development of Airborne Reconnaissance Digital Image Processing and Stores Management Systems for military aircraft. Our constant pioneering of uncharted territory often becomes tomorrow's technology.

All around us you will find unspoilt natural beauty in one of the most historic regions of Britain. All our applicants receive a colour brochure showing the wealth of interest and old world charm waiting to be discovered in 1066 Country. Behind us you will see a record of dynamic growth, together with the formidable resources of the Control Data Corporation.

We are a young company with an

informal, friendly management style, offering the young engineer a real opportunity to influence events, where your achievements will be quickly recognised. To fuel our future growth plans we now seek graduates level men and women with 1-5 years' experience in any of the following:

• **HARDWARE** • **SOFTWARE** • **SYSTEMS**
We are involved in high reliability and high speed hardware and software design. Our current projects utilise INTEL and ZILOG 8 and 16-bit microprocessors. The software is written in CORAL 66 and Assembler but we envisage moving to ADA shortly.

In addition to a competitive salary, you can expect an exceptionally good range of company benefits and you will be pleasantly surprised by house prices in East Sussex. Please telephone or write for an application form, brochure and information to: Geoff Hansford-Adams or Nigel Perks at Computing Devices Company Limited, Castleham Road, St. Leonards-on-Sea, East Sussex, TN38 7NJ. Tel: (0424) 53482. Interviews are held locally in most cases.

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c.£15,000 North West London

Our client, a large successful company, seeks a highly motivated manager to take charge of the important bought ledger function for their UK operation. The man or woman appointed will be responsible for the department of six staff which controls the processing and payment of suppliers' invoices for 10 divisions, the production and release of cheques, and all associated matters. This position carries responsibility for the payment of c.£50m annually.

You should be an experienced person able to deal with suppliers and staff at all levels and have a good knowledge of bought ledger procedures, preferably in a computerised environment. Some accounting background would also be an advantage.

In addition to the salary quoted, the company can offer a comprehensive range of benefits and good career prospects.

Please write, enclosing a full c.v. to Confidential Reply Service, Ref. AMB 8078, Austin Knight Advertising Ltd, London W1A 1DS.

Applications are forwarded to the client concerned, therefore companies in which you are not interested should be listed in a covering letter to the Confidential Reply Supervisor.

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+ car + benefits

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We have a small number of opportunities, mainly in our London and Southern Regions, for self-motivated and enthusiastic professionals who, through their own endeavours, will be seeking to move into more senior field management positions in due course.

The successful candidates, probably aged between 22 and 30, will possess a good educational background and a proven record of success in selling. Experience in financial services environment, whilst not essential, would be of advantage.

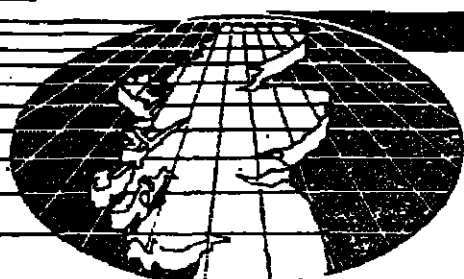
A comprehensive range of large company benefits, including a car and a mortgage subsidy scheme, is offered together with the scope to develop your professional skills within a progressive organisation and the opportunity to make a positive contribution to its success.

So, if you are ready to take on the challenge that these positions offer, write or telephone now:

Mr. P. R. Symes, Training & Development Manager, Chartered Trust plc., 24/26 Newport Road, Cardiff, CF2 1SR. Tel: Cardiff 484484 ex. 2120.

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For an informal discussion...contact me, Colin Roberts, on 061-428 0771 during office hours and 061-428 0194 after 5.30 p.m. and at weekends, or write, giving brief career details, for a recruitment package, including brochures, quoting appropriate reference to: Ferranti Computer Systems Ltd., C. Roberts, FREEPOST, STOCKPORT, Cheshire SK3 0YF.



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Software Methods & Evaluation Department Manager	To establish procedures and criteria, develop tools, provide administrative services and liaise with software engineering and development. 10 years related experience in software quality assurance essential. Ref A/D/T01.	Project Managers (Electronic Warfare Group)	To lead small specialised teams in Hardware and Software design — RF/Microwave, Automatic Test, Countermeasures and commissioning. Related background and leadership/liaison experience essential. Ref C/D/T14.	Production Engineers Optical Mech. Elect. Production	Optical, electro-optical and electronic instrument in manufacture, assembly, testing, method investigation. BSc/HNC in mechanical, electronic or production engineering. Ref E/D/T27.	Quality Control Engineer	To give full on-line QC engineering and statistical control for MOS, silicon gate and non-volatile products. A Physics/Electronics degree and relevant experience in semi conductors are required. Ref H/D/T40.
Software Tools Section Manager	With overall responsibility for all software tools designed and developed internally or acquired externally. Around 7 years related experience plus commercial/product awareness desired. Ref A/D/T02.	Software Technical Manager	To guide the Division's activities and provide technical leadership in all types of ATE systems including test applications and device driver software, particularly in PASCAL, DEC and ATLAS. Ref C/D/T15.	Project Development Engineers Electronics	Senior/main grade vacancies in electro-optical-mechanical design, analogue/digital circuitry design and development projects. Up to 2 years experience + BSc/HNC in Electronic Engineering. Ref E/D/T28.	Software Engineers CAD/CAM	Project based, hi-tech CAD/CAM applications work in FORTRAN, C under VAX/VMS and UNIX. Computer Science degree plus 1 to 2 years experience minimum, ideally in engineering applications. Ref I/D/T41.
Software Evaluation Section Manager	To establish software quality criteria, evaluate and implement new plans and designs and follow through to product development. 7 years experience + commercial/product awareness desired. Ref A/D/T03.	Design Engineer (Microwave)	To design and develop microwave assemblies for advanced detection systems. A familiarity with microwave measurements, antenna fundamentals and some microwave lab and electronic experience desired. Ref D/D/T16.	Project Development Engineers Mechanical	Range of vacancies including electro-optical mechanisms for periscopes and masts, guidance systems and infra-red installations. BSc/HNC in mechanical engineering with minimum of 2 years related experience. Ref E/D/T29.	Systems Engineers	To design processor based digital communications and message handling systems. Using state-of-the-art networking, distributed microprocessor and real-time software techniques. Ref J/D/T42.
Electronic Section Manager	To head design team engaged in microprocessor, analogue circuits, discrete logic, power supplies, electronic packaging, etc. Min. 8 years relevant technical, planning and administrative expertise. Ref A/D/T04.	Circuit Design Specialist: Video Signal Processing	To be involved in digital, analogue and video signal processing activities from design through to final testing. Video/RF/IF circuit design, CAD/hybrid circuit techniques experience preferred. Ref D/D/T17.	Material Scientist	Primarily responsible for characterisation of crystalline materials using optical and X-ray techniques. PhD in Material Science + 2 years relevant experience preferred. Ref E/D/T30.	Software Engineers	To develop real-time software for distributed microprocessor systems. Using high level languages, host VAX/VMS, target assembler and host/target design tools with Coral 66. Ref J/D/T43.
Senior Data Com. Engineer	To define and develop hardware/firmware aspects of Data Com. Sections. Prepares proposals, product specs and schedules. 4 years experience — 2 in hardware/digital control firmware design in RS232 or 422. Ref A/D/T05.	Radar Systems Engineer	To work on development of a millimetre wave radar system. Responsible for receiver IF, baseband analogue signal processing. 4-5 years amplifiers/filter design work in above area required. Ref D/D/T18.	Development Engineers & Project Leaders	Exciting new opportunities in the field of Electronic Display Systems for experienced design engineers. Projects include airborne displays, opto-electronic systems and flight information. Ref F/D/T31.	Senior Project Executive Electronics Design	To technically and commercially evaluate new start-up High Tech companies, assist inward appraisal and further the development of R & D in Scottish institutions to create commercial concerns. High degree of external liaison. Ref K/D/T44.
Section Manager — Mechanical Department	Your role — to design, develop and prepare proposals for complex electro-mechanical business equipment in an innovative technical environment. Background — at least 7 years related design work. Ref A/D/T06.	Radar Systems Engineer	For the study and development of a millimetre wave radar system. 5 years in theoretical/practical aspects of radar design, eg target and propagation characteristics desired. Ref D/D/T19.	Systems/Software Engineers	Career openings in military avionics and navigational technologies. Responsibilities include the design of real-time software using primarily CORAL and ASSEMBLER languages. Ref F/D/T32.	Senior Project Executive Marketing	An experienced engineer, your exposure at a senior level to High Technology Marketing policies and strategies has developed your ability to evaluate new products technically and commercially. High degree of external liaison. Ref K/D/T45.
Senior Product Support Engineer	To analyse, solve problems and provide design and experimental support for complex microprocessor controlled electro-mechanical products. Min. — 3 years computer controlled product experience. Ref A/D/T07.	Design Engineer (Signal Processing)	Assist investigation of new application signal processing within a radar system. Work ranges from trials, analysis and modelling phases to hardware evaluation. 4/5 years experience. Ref D/D/T20.	Development Engineers	To join project teams in the design and development of inertial navigation systems, primarily for aircraft applications. Analogue or digital circuit design experience required. Ref F/D/T33.	Senior Project Executive Semiconductors	To support the semi-conductor industry by encouraging and evaluating technically/commercially the start-up of support organisations, assist inward investment appraisal/presentations. High degree of external liaison. Ref K/D/T46.
CAD Systems Section Manager	To provide data base management, resource scheduling and expertise in CAD/CAM software. 5 years R & D CAE experience — electronic/mechanical background in digital/analogue circuits and Fortran desired. Ref A/D/T08.	Design Engineer (Specialised Power Supplies)	To work on the transmitter and power supply for a radar system. 2-4 years experience — preferably of high voltage inverter power supply design. Ref D/D/T21.	Development Engineers	To be involved in the wider applications of inertial technology. Analogue or digital design, or the applications of Kalma filtering techniques experience desirable. Ref F/D/T34.	Design Engineers	Resourceful, imaginative and creative Design Engineers for enthusiastic product development teams in analogue and digital electronics, computer hardware and mechanical design. Age 25-35. Ref M/D/T48.
Principal Technical Author — Computers	To direct a team of technical authors in the design and development of product documentation for hardware/software products. Min. 5 years extensive experience. Degree/HND in Computer Science/Electronics desired. Ref B/D/T09.	Design Engineer (Servo Positioning Systems)	An analogue engineer — to work on the development of a new and demanding Servo positioning system within a radar. 2-4 years experience required. Ref D/D/T22.	Section Head New Product Engineering Military Aerospace	Degree in Electronic Engineering with 5 years experience in Micro-Electronics. Responsible for progress of new products and introduction and release of new test equipment. Ref G/D/T35.	Electronic Mechanical & Software Graduates	New and recently qualified Electronic, Mechanical and Software graduates required for challenging positions in ALM, and communication systems product development. Ref N/D/T49.
Product Development Manager Hardware Engineering	Responsible for the design and development of a small computer system including budget and resource planning; technical, man and project management. Experience in the above areas is essential. Ref B/D/T10.	Project Engineers	Experienced project engineers, 25-4, to control projects including IF sub-systems for modern pulse compression radars. 4/5 years in a related radar/telecommunications design field. Ref D/D/T23.	Assembly Packaging Engineers Military Aerospace	B.Sc. Mechanical or Production Engineering plus 3 years Micro-Electronics Assembly/Packaging experience. Working knowledge of BS9000 and/or MIL STD-883 desirable. Ref G/D/T36.	Operations Manager	The successful candidate will be responsible for setting up a new wafer fabrication facility through to full commissioning and subsequent operations. Ref O/D/T51.
Principal Testability Engineer Computer Industry	To establish a testability strategy to evaluate current hardware systems and ensure correct implementation of proposals prepared. 4 years design experience + Electronics/Computer Science degree. Ref B/D/T11.	Design Engineers (Signal Processing)	To work in a new field of signal processing for advanced microwave receivers. Experience of RF/IF and digital circuit design essential — knowledge of computer modelling would be advantageous. Ref D/D/T24.	Senior I.C. Design Engineers	Development of exciting new IC's in state-of-the-art BIPOLAR + CMOS technologies. Key positions in Telecoms switched capacitor filters + other fields. 3/4 years in electronic circuit design. Ref G/D/T37.	Senior Electronics Design Engineers	Analogue and digital design for new advanced products group specialising in disc-drive development. Major force in peripherals. Excellent opportunities for ambitious professionals. Ref P/D/T52.
Engineer — Analogue Digital	Involved in analogue aspects of digital/hardware packaging. Analyse electrical characteristics of PWB's + its effects. 2/4 years in circuit design + electrical/physics degree desired. Ref B/D/T12.	Electronics Hardware Engineers	For a variety of projects including submarine periscope and thermally enhanced optical tracking equipment design and development. BSc/HNC and design/project development experience. Ref E/D/T25.	Process Engineering Vacancies	Opportunities up to Managerial level in new 5" wafer fabrication module for semi conductor engineers. 2 years relevant experience in Photolithography, Diffusion, Implantation or Vacuum Systems. Ref G/D/T38.	Printed Circuit Board Specialists	97,000 sq.ft. more production area — 200 new jobs — we need the best technically qualified/experienced PCB PRODUCTION/PROCESS ENGINEERS to relish the potential at our 3 Ayrshire locations. Ref L/D/T53.
Product Manager (Automatic Test Equipment)	To introduce new ATE product — liaise with sales promotion, product design, engineering and applications support. Marketing and technical back-up for sales team. Related ATE experience essential. Ref C/D/T13.	Electronics Software Engineers	Design and development of small programs for digital communication and display functions on electro-optical equipment. BSc. and knowledge of assembly and high level languages with 2/3 years experience. Ref E/D/T26.	Senior Production Engineer	To head a team involved in the design and upgrading of automated hybrid thick film production processes. A degree, significant production engineering and automated techniques experience desired. Ref H/D/T39.	Printed Circuit Board Specialists	Unparalleled expansion plans — £13m investment — 3 Ayrshire locations — further opportunities for experienced PCB specialists in QUALITY CONTROL OR SALES. Ref L/D/T54.

After more than thirty years of development and expansion the Electronics Industry in Scotland today is sophisticated, innovative and flourishing. The country is an important base for leading international companies, and for both established and emerging Scottish companies. Particular strengths have been built in the key growth markets of semi-conductors, information systems, defence and industrial electronics.

Scotland's electronic community now comprises more than 200 companies. With investment in the past five years alone exceeding £400 million in new companies, facilities and products. All enjoying the finest research facilities and a highly supportive environment which, with excellent University resources, make Scotland Europe's major technology centre.

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Software Engineer

Candidates must be experienced in the implementation of real time control programmes on microprocessors.

Integrated Circuit Design Engineer

Candidates must be experienced in the design of linear bi-polar integrated circuits for r.f. frequencies.

Circuit Design Engineer

Candidates must be experienced in the design of linear and digital circuits covering a wide range of applications from d.c. to 1 GHz.

Solid State Component Research Engineer

Candidates must have a good physics or electrical engineering degree. The work will involve undertaking and co-ordinating research into displays technologies and novel silicon and polymer based components. The salaries offered will reflect the importance the Company places on high calibre engineering skills. If you consider that you meet the high standards demanded, and would like to work in a dynamic company whose name is a household word for innovation, send your CV in complete confidence to:

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Why the British Army



is on the march for our



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STC's Defence Systems Division is among the fastest growing companies in the defence industry.

And we're continually capturing business world wide with an impressive array of state-of-the-art defence communications technology.

Which is why the British Army is marching to us for sophisticated equipment like our unrivalled PLARMIGAN mobile tactical communications system.

And why the U.S. Army, Royal Navy and North Sea oil giants also want to get their hands on our unique and diverse range of high-quality communications systems.

So what's holding you back? Perhaps you haven't heard just how successful we are. How we're a lot more friendly and less formal than most companies.

How we put people first and give you responsibility right from the start.

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Broad-based responsibilities to give your career a real boost... Our Reliability Engineers assess designs for reliability, predict failure effects, and prepare reliability, maintainability and availability plans, while our Trials Support Engineers provide a complete testing support service for our Project Leaders. This includes conducting acceptance trials pre and post-product handover.

In both cases, opportunities exist at several levels. Minimum requirements for Reliability Engineers are a degree level education in a numerate discipline, an engineering background and electronics experience in a quality, reliability or services environment. Trials Support Engineers must have an HNC and three years' relevant electronics experience — or a degree and six years' experience for higher status.

Our high growth has also created other vacancies, including Technical Authors and Illustrators.

Perhaps you don't know about our human factors approach to systems design where small multi-discipline teams work on a variety of projects, seeing them through from start to finish. You'll be no mere cog in a wheel nor will you be pigeon-holed.

Is it that you're unaware of our twin-path career structure which guarantees ample promotion opportunities?

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